

NOTICE

Invitation to the 2026 Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company (SASCO)

To: ESTEEMED SHAREHOLDERS

Southern Airports Services Joint Stock Company (SASCO) is pleased to cordially invite our esteemed shareholders to attend the 2026 Extraordinary General Meeting of Shareholders of SASCO, with details as follows.

- Time: 9:00 – 11:00 AM, Thursday, October 08, 2026.**
(Shareholder registration and reception begin at 08:30 AM)
- Venue:** SASCO Headquarters Auditorium
No. 45 Truong Son Street, Tan Son Hoa Ward, Ho Chi Minh City (Entrance via Truong Son Street)
- Meeting Agenda:**

Time	Agenda
A	OPENING OF THE MEETING
8:30 – 9:00	Shareholder eligibility verification.
9:00 – 9:15	Opening remarks and declaration of purpose;
	Report on the results of shareholder eligibility verification;
	Introduction and approval of the Meeting personnel: Chairing Committee and Secretariat;
	Introduction and approval of the Election and Vote Counting Committee;
	Approval of the Working Regulations and Meeting Agenda.
B	REPORTS AND PROPOSALS PRESENTATION
9:15 – 10:00	1. Proposal on amendments and supplements to the Charter on Organization and Operation of Southern Airports Services Joint Stock Company (SASCO);
	2. Proposal on amendments and supplements to SASCO's Internal Regulations on Corporate Governance;
	3. Proposal on amendments and supplements to the Regulations on Operation of the Board of Directors;
	4. Proposal on amendments and supplements to the Regulations on Operation of the Supervisory Board;
	5. Proposal on the dismissal of a member of the Board of Directors and the election of an additional member of SASCO's Board of Directors for the remainder of the 2024 – 2029 term.
C	DISCUSSION & VOTING SESSION
10:00 – 10:20	Discussion and voting on the submitted matters.
	Discussion and approval of the Regulations on the nomination, candidacy, and election of members of the Board of Directors.
	Election of an additional member of the Board of Directors.



Time	Agenda
D	TEA BREAK
10:20 – 10:40	Counting of votes for the election of a member of the Board of Directors during the tea break.
E	CLOSING SESSION
10:40 – 11:00	Announcement of election results and introduction of the newly elected member of the Board of Directors.
	Approval of Meeting Minutes and Resolution.
	Closing remarks and adjournment of the Meeting.

All meeting documents will be regularly updated and made available to shareholders on the Company’s investor relations page at: <https://www.sasco.com.vn/shareholders>

4. Registration for Attendance:

To facilitate the organization of the Meeting, kindly submit the Registration Form or Authorization Letter (template enclosed with this notice) **before 2:00 PM on October 05, 2026** to the address below:

Southern Airports Services Joint Stock Company (SASCO)

Address : Tan Son Nhat International Airport, Tan Son Hoa Ward, HCMC.

Contact : Ms. Tran Hong Phuong

Tel : (028) 3844 8358 (Ext: 102)

Email : phuongth@sasco.com.vn

When attending the Meeting, shareholders are kindly requested to bring their ID/Passport and Authorization Letter (if applicable) for verification purposes.

We are honored to welcome your participation.

HCMC, September 16, 2026.

**ON BEHALF OF
THE BOARD OF DIRECTORS**



**CHAIRMAN
Nguyen Hanh**



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Form 01/ĐHĐCĐ

REGISTRATION FORM ¹

For the 2026 Extraordinary General Meeting of Shareholders
Southern Airports Services Joint Stock Company

To: SOUTHERN AIRPORTS SERVICES JOINT STOCK COMPANY

Shareholder's name:

Address:

Phone: Email:

ID/Passport/Business License No.:

Date of issue: Place of issue:

Number of shares owned:

(In words:)

Pursuant to the invitation from the Board of Directors, I hereby confirm my participation in the 2026 Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company, scheduled on **October 08, 2026**, as follows:

☐ I will attend in person

☐ I authorize another person to attend and exercise shareholder rights on my behalf.²

SHAREHOLDER

(Signature, full name – seal if organization)

¹ Shareholders are kindly requested to submit the Registration Form to the Meeting Organizing Committee at the address provided in the Invitation Notice or via Fax: (028) 3844 7812 / Email: phuongth@sasco.com.vn **before 2:00 PM on October 05, 2026.**

² In case of authorizing another person to attend, shareholders are requested to fill in the additional information as per Form 02/ĐHĐCĐ attached to the Invitation Notice for the Extraordinary General Meeting.



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Form 02/DHĐCĐ

POWER OF ATTORNEY¹

For the 2026 Extraordinary General Meeting of Shareholders
Southern Airports Services Joint Stock Company

Today,2026, at

1. Principal: (Shareholder).....

Address:

Phone: Email:

ID/Passport/Business License No.:

Date of issue: Place of issue:

Number of shares owned:

(In words:)

2. Authorized Representative: Mr./Ms.:

Address:

ID/Passport/Business License No.:

Date of issue: Place of issue:

Phone: Email:

Number of shares authorized: shares

(In words:)

3. Scope of Authorization:

3.1. The Authorized Representative is empowered to attend the 2026 Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company and to fully exercise all rights and obligations of the Principal related to the authorized shares.

3.2. Both parties commit to comply with the laws and the Charter of Southern Airports Services Joint Stock Company and accept full legal responsibility for this authorization.

4. Term of Authorization: From the date of signing until the end of the 2026 Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company.

AUTHORIZED REPRESENTATIVE

PRINCIPAL (SHAREHOLDER)

(Signature, full name – seal if organization)

¹ Shareholders are kindly requested to submit the Power of Attorney together with the Registration Form to the Meeting Organizing Committee at the address provided in the Invitation Notice, or send it via Fax: (028) 3844 7812 / Email: phuonhth@sasco.com.vn before 2:00 PM on October 05, 2026.

No: 124 -2026/SASCO-HDQT

HCMC, September 17, 2026.

NOTICE

Regarding the Self-Nomination and Nomination of Candidates for Election as Members of the Board of Directors

To: THE GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, and its amendments, supplements and implementing guidelines;
- Law on Securities No. 54/2019/QH14 dated 26 November 2019, and its amendments, supplements and implementing guidelines;
- Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance providing guidelines on certain matters relating to corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;
- The Charter on Organization and Operation of Southern Airports Services Joint Stock Company ("The Company/SASCO");
- The resignation letter dated 30 July 2026 submitted by Mr. Nguyen Van Hung Cuong - Member of the Board of Directors;

The Board of Directors of the Company respectfully requests shareholders to self-nominate or nominate qualified individuals for election to the Board of Directors for the remaining term of office 2024-2029, as follows:

1. Number, qualifications and conditions for candidates for election as Members of the Board of Directors:

1.1. Number of Members of the Board of Directors: 01 (one) member.

1.2. Qualifications and conditions for candidates for election as Members of the Board of Directors:

Pursuant to Clause 1, Article 28 of the Charter on Organization and Operation of SASCO, a member of the Board of Directors must satisfy the following qualifications and conditions:

- a. Have full civil capacity and not fall within the categories prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises;
- b. Possess professional qualifications and experience in the management and business operations of the Company, and need not be a shareholder of the Company.
- c. A member of the Board of Directors may concurrently serve as a member of the Board of Directors or the Members' Council of no more than five (5) other companies.

2. Conditions for the nomination/self-nomination of candidates for election as Members of the Board of Directors:

- a. A shareholder or group of shareholders holding 10% or more of the total number of

ordinary shares shall have the right to self-nominate or nominate candidates for election to the Board of Directors.

- b. Ordinary shareholders may form a group to nominate candidates for election to the Board of Directors. Such shareholders shall notify the shareholders attending the General Meeting of Shareholders of the formation of the group prior to the opening of the General Meeting of Shareholders.

3. Documents for nomination/self-nomination of candidates for election as Members of the Board of Directors:

The nomination/ self-nomination dossier shall comprise an application for nomination/ self-nomination of a candidate for election as a Member of the Board of Directors and the candidate's curriculum vitae, using the following forms:

- *Curriculum Vitae Form for Candidate for Election as a Member of the Board of Directors;*
- *Letter of Self-Nomination/ Nomination of Candidate for Election as a Member of the Board of Directors;*
- *Written Agreement on the Formation of a Shareholder Group for the Nomination of a Member of the Board of Directors.*

4. Submission of nomination/ self-nomination dossiers

Eligible shareholder(s)/ group(s) of shareholders wishing to self-nominate or nominate candidates for election as Members of the Board of Directors for the remaining term of office 2024–2029 are kindly requested to submit the original dossier to the following address:

Southern Airports Services Joint Stock Company (SASCO)

Address: Tan Son Nhat International Airport, Tan Son Hoa Ward, Ho Chi Minh City.

Contact: Ms. Nguyen Le Quynh Tram - Head of Legal and Compliance Department, Person in Charge of Corporate Governance.

Tel: (028) 3844 8358 (Ext.: 204)

Email: tramnlq@sasco.com.vn – Fax: (028) 38447812

For the purpose of facilitating the review of dossiers and preparation of the list of candidates, shareholders are kindly requested to **submit the nomination/self-nomination dossiers no later than 14:00 on Tuesday, 29 September 2026.**

Respectfully notified. 

**FOR AND ON BEHALF OF
THE BOARD OF DIRECTORS**

 **CHAIRMAN** 




Nguyen Hanh

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APPLICATION / NOMINATION FORM
CANDIDATE FOR MEMBER OF THE BOARD OF DIRECTORS
SOUTHERN AIRPORTS SERVICES JOINT STOCK COMPANY

To: The Board of Directors
Southern Airports Services Joint Stock Company

I/We, the shareholder(s) of Southern Airports Services Joint Stock Company (SASCO), hold/collectively hold shares, representing% of the total voting shares of SASCO as of the record date of September 04, 2026, and are named in the list below.

No.	Shareholder(s)	ID/Passport/ Business License No.	Address	Number of shares owned	Signature
	Total				

After reviewing the regulations on shareholders' rights and the criteria for members of the Board of Directors as stipulated in the Enterprise Law and the Company's Charter, I/we hereby nominate and request that the SASCO Board of Directors acknowledge the list of nominated candidates for election to the Board of Directors, as follows:

No.	Name of the candidate(s)	Date of birth	ID/Passport/ Business License No.	Note

I/We hereby commit to taking full responsibility for the accuracy and truthfulness of the contents of this document and the accompanying dossier. Additionally, I/we pledge to fully comply with the provisions of the Law and the Company's Charter regarding the nomination of candidates for the Board of Directors of SASCO.

Yours respectfully,

**SHAREHOLDER / REPRESENTATIVE
OF THE SHAREHOLDER GROUP**
(Signature, full name)

Accompanying Dossier:

- (i) Candidate's curriculum vitae (self-declared, following SASCO's template);*
- (ii) Valid copies of the candidate's Citizen Identification Card/Passport and certificates verifying educational qualifications;*
- (iii) Written agreement on the establishment of a shareholder group (if shareholders form a group to nominate candidates).*

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CURRICULUM VITAE SUMMARY OF CANDIDATE
MEMBER OF THE BOARD OF DIRECTORS
Southern Airports Services Joint Stock Company

1. Personal Information

- Fullname: Gender:
- Date of birth: Place of birth:
- Citizen ID No.: Issued Date:..... Issue Place:.....
- Place of Origin:
- Permanent Address:

2. Professional Qualifications

Period	Institution/Training Provider	Degree/Certificate

3. Work Experience

Period	Position	Organization

4. Management Positions (Board of Directors, Management Board, General Director) currently Held/ Nominated in Other Organizations

No.	Organization	Business Registration No.	Position	Start Date of Position

5. Candidate's Commitment

- I commit that, if elected as a member of the Board of Directors, I will exert my utmost effort to fulfill the duties of a member in accordance with the law and the company's regulations, maintain absolute loyalty to the company's interests, and comply with regulations to avoid conflicts of interest with the company.
- I certify that the information provided above is completely accurate, complete, and truthful. I take full responsibility before the law for any inaccuracies.

HCMC,, 2026.

CONFIRMATION BY COMPETENT AUTHORITY

(Local authority or current workplace)

CANDIDATE

(Signature, full name)

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**AGREEMENT ON THE FORMATION OF A SHAREHOLDER GROUP
 NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS**

**To: The Organizing Committee of the 2026 Extraordinary General Meeting of Shareholders
 Southern Airports Services Joint Stock Company**

We, the undersigned shareholders of Southern Airports Services Joint Stock Company (SASCO), collectively holding a total of shares (representing% of the total common shares of Southern Airports Services Joint Stock Company), are listed as follows:

No.	Shareholder Code	Full name	Citizen ID /Passport	Address	Number of Shares Held	Signature
Total:						

After conducting a meeting at [hour] [minutes] on [day] [month] [year] at, we unanimously agree to nominate Mr./Ms., Citizen ID/Passport No.:, issued on .../.../..., issued place:, as the representative of our shareholder group to make decisions and carry out procedures related to the nomination of candidates for the Board of Directors at the 2026 Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company. The details and information regarding the nominated candidate are specified in the Nomination Letter accompanying this Agreement on the Formation of the Shareholder Group.

We commit that the information provided herein is complete, truthful, and accurate. We take full responsibility for the formation of this shareholder group, jointly and severally undertake to be accountable for the actions of the representative of the shareholder group in performing the tasks outlined in this Agreement, and pledge to comply fully with the applicable laws and regulations of Southern Airports Services Joint Stock Company.

HCMC,, 2026.
REPRESENTATIVE OF THE SHAREHOLDER GROUP
(Signature, full name, and seal (if applicable))

THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS AGENDA

Time	Agenda
A	OPENING OF THE MEETING
8h30 – 9h00	Shareholder eligibility verification.
9h00 – 9h15	Opening remarks and declaration of purpose;
	Report on the results of shareholder eligibility verification;
	Introduction and approval of the Meeting personnel: Chairing Committee and Secretariat;
	Introduction and approval of the Election and Vote Counting Committee;
	Approval of the Working Regulations and Meeting Agenda.
B	REPORTS AND PROPOSALS PRESENTATION
9h15 – 10h00	1. Proposal on amendments and supplements to the Charter on organization and operation of Southern Airports Services Joint Stock Company (SASCO);
	2. Proposal on amendments and supplements to the Internal Regulations on Corporate Governance of SASCO;
	3. Proposal on amendments and supplements to the Regulations on the Operation of the Board of Directors;
	4. Proposal on amendments and supplements to the Regulations on the Operation of the Supervisory Board;
	5. Proposal on the dismissal of a Member of the Board of Directors and the election of an additional Member of the Board of Directors of SASCO for the remaining term of office 2024-2029.
C	DISCUSSION & VOTING SESSION
10h00 – 10h20	Discussion and voting on the submitted matters.
	Discussion and voting on the Regulations on the Nomination, Self-Nomination and Election of Members of the Board of Directors.
	Conduct of the election of additional Members of the Board of Directors.
D	TEA BREAK
10h20 – 10h40	Tea break.
E	CLOSING SESSION
10h40 – 11h00	Announcement of the vote counting results. Introduction of the newly elected Member of the Board of Directors to the General Meeting
	Approval of the Meeting Minutes and Resolutions.
	Closing remarks and adjournment of the Meeting.

Ho Chi Minh City,

, 2026.

DRAFT

**WORKING REGULATIONS
THE 2026 EXTRAORDINARY
GENERAL MEETING OF SHAREHOLDERS**

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, and relevant amendments, supplements, and guiding documents;*
- *The Law on Securities No. 54/2019/QH14 dated 26 November 2019, and relevant amendments, supplements, and guiding documents;*
- *Decree No. 155/2020/ND-CP dated 30 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Decree No. 245/2025/ND-CP dated 11 September 2025 of the Government, amending and supplementing a number of articles of the Government's Decree No. 155/2020/ND-CP dated 31 December 2020, detailing the implementation of a number of articles of the Law on Securities;*
- *Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;*
- *The Charter on Organization and Operation of Southern Airports Services Joint Stock Company ("Company/ SASCO")*
- *The Internal Governance Regulations of Southern Airports Services Joint Stock Company.*

To ensure the successful conduct of The 2026 Extraordinary General Meeting of Shareholders (EGMS) of Southern Airports Services Joint Stock Company, the Board of Directors (BOD) hereby promulgates the following working regulations, principles of conduct, and voting procedures for the Meeting:

Article 1. Purpose:

- To ensure that the order, procedures, principles for conducting, and voting at the Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company comply with applicable laws and the Company's Charter.
- To ensure that matters falling within the authority of the General Meeting of Shareholders are discussed, voted on, and approved in a democratic, open, transparent, and compliant manner, safeguarding the lawful rights and interests of shareholders.

Article 2. Scope and Subjects of Application:

- ***Applicable persons:*** Shareholders entitled to attend the General Meeting, their authorized representatives, and invited guests attending the General Meeting shall

comply with these Regulations, the Company's Charter, and relevant provisions of law.

- ***Scope of application:*** These Regulations apply to the organization and conduct of the 2026 Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company.

Article 3. Terminology and Abbreviations:

- The Company : Southern Airports Services Joint Stock Company
- BOD : Board of Directors
- SB : Supervisory Board
- MOC : Meeting Organizing Committee
- EGMS : Extraordinary General Meeting of Shareholders
- Delegate : Shareholder, representative (*authorized person*)

Article 4. Conditions for Convening the General Meeting of Shareholders:

- The General Meeting of Shareholders may be convened when the attending shareholders represent more than fifty percent (50%) of the total voting shares based on the shareholder list finalized on the record date for the Meeting.
- In case the first meeting is not qualified to proceed, the convener shall cancel the meeting. The General Meeting of Shareholders must be reconvened within thirty (30) days from the originally scheduled date of the first meeting. The second meeting shall be held when the attending shareholders and their authorized representatives represent at least thirty-three percent (33%) of the total voting shares. In case the second meeting fails to satisfy the conditions for proceeding, the notice convening the third meeting shall be sent within twenty (20) days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of voting rights represented by the shareholders attending the meeting.
- If the meeting still does not meet the quorum requirements, subsequent meetings shall be convened and conducted in accordance with the Company's Charter and the Law on Enterprises.

Article 5. Delegates Participating in the 2026 Extraordinary General Meeting of Shareholders:

- All shareholders of the Company on the finalized shareholder list **dated 04 September 2026** shall have the right to attend or authorize their representatives to attend the EGMS at the meeting venue. In case more than one authorized representative is appointed in accordance with applicable laws, the number of shares represented by each representative must be specifically determined.
- Delegates should note the following when attending the Meeting:

- Arrive on time, dress appropriately and formally, comply with security checks (if any), and present identification documents, etc., as required by the MOC.
- Collect meeting documents and materials at the reception desk before entering the Meeting room.
- Late-arriving shareholders have the right to register immediately and thereafter participate and vote at the Meeting. The Chairperson is not required to suspend the Meeting to allow late-arriving shareholders to register; voting results on matters that have been voted on before the arrival of such delegates shall remain unaffected.
- Set mobile phones to silent or vibration mode; make calls outside the Meeting room when necessary.
- Smoking is prohibited; maintain order within the Meeting room.
- Comply with the regulations of the MOC and the Chairperson presiding over the Meeting.
- If any delegate fails to comply with the above-mentioned security requirements, measures, or regulations, the Chairperson, after careful consideration, may refuse or expel such delegate from the Meeting venue to ensure that the Meeting proceeds normally in accordance with the agenda and plan.
- Delegates must present themselves directly at the EGMS venue, present valid identification documents and the Letter of Authorization (if any) to complete the registration procedures for attending the EGMS and receive voting ballots.

Article 6. Invited Guests at the Meeting:

- Invited guests include Company management personnel, guests, and members of the MOC who are not shareholders of the Company but are invited to attend the meeting.
- Guests are not entitled to speak at the meeting *(except where invited by the Chairperson or where they have registered in advance with the MOC and obtained the Chairperson's approval)*.

Article 7. Chairperson and Chairing Committee:

- The Chairing Committee consists of three (03) members, including one (01) Chairperson and two (02) members. The Chairperson of the Board of Directors shall chair meetings convened by the Board of Directors or may authorize another member of the Board of Directors to chair the Meeting, as follows:

No.	Name	Position
1	Nguyen Hanh	Chairman of the Board of Directors
2	Du Kim Thang	Chief Executive Officer
3	Tran Anh Vu	Member of the Board of Directors

- If the Chairperson is absent or temporarily unable to perform his/her duties, the remaining members of the Board of Directors shall elect one among themselves to act as the Chairperson of the Meeting based on the majority principle. If no

Chairperson can be elected, the Head of the Supervisory Board shall preside over the Meeting for the General Meeting of Shareholders to elect the Chairperson from among the attendees, and the person receiving the highest number of votes shall act as the Chairperson of the Meeting.

- In other cases, the person who signed the notice convening the General Meeting of Shareholders shall preside over the Meeting for the General Meeting of Shareholders to elect the Chairperson, and the person receiving the highest number of votes shall be appointed as the Chairperson of the Meeting.
- Responsibilities of the Chairing Committee:
 - Conduct the Meeting in accordance with the approved agenda and regulations.
 - Assign and introduce representatives of the members of the BOD and the Supervisory Board to present reports at the Meeting.
 - Introduce the Election and Vote Counting Committee for approval by the General Meeting of Shareholders.
 - Introduce the members of the Chairing Committee for approval by the General Meeting of Shareholders.
 - Guide discussions and collect votes on matters included in the Meeting agenda and related matters throughout the Meeting.
 - Respond to and record matters falling within the agenda approved by the General Meeting of Shareholders.
 - Resolve matters arising during the Meeting.
 - Direct the finalization of the Meeting Minutes, Resolution, and other documents of the General Meeting in accordance with the results approved by the General Meeting of Shareholders.
 - The Chairperson shall operate under the principle of democratic centralism and decide by majority vote.

Article 8. Shareholder Credentials Verification Committee:

- The Shareholder Credentials Verification Committee of the Meeting consists of three (03) members, including one (01) Head and two (02) members, and shall be responsible to the Chairing Committee and the General Meeting of Shareholders for the performance of its duties. The Shareholder Credentials Verification Committee shall be introduced by the Chairperson as follows:

No.	Name	Position
1	Truong Minh Sang	Deputy Head of Finance and Accounting Department
2	Do Quang Duc	Member of Internal Audit Team
3	Nguyen Ngoc Hai Dang	IT Department Staff

- Responsibilities:
 - Receive shareholders' documents (if any) and verify the validity of shareholders attending the Meeting.

- Report to the General Meeting of Shareholders on the results of shareholder credentials verification before the General Meeting of Shareholders officially commences.
- Coordinate with the Vote Counting Committee to guide, support, and supervise voting.

Article 9. Secretariat of the Meeting:

- The Secretariat of the Meeting consists of two (02) members appointed by the Chairperson and shall be responsible to the Chairing Committee and the General Meeting of Shareholders for the performance of its duties and operate under the direction of the Chairing Committee. The Secretariat shall be introduced by the Chairperson as follows:

STT	Tên thành viên	Chức vụ
1	Nguyen Le Quynh Tram	Head of Legal & Compliance Department, Corporate Governance Personnel.
2	Tran Hong Phuong	Company Office staff

- Responsibilities:
- Receive and review shareholders' Speaker Registration Forms and submit them to the Chairing Committee for consideration and decision.
- Accurately and honestly record the Minutes of the General Meeting of Shareholders, including the entire proceedings of the Meeting and all matters approved by shareholders or noted at the Meeting.
- Assist the Chairperson in announcing the draft Minutes of the Meeting and Resolutions on matters approved by the Meeting.

Article 10. Election and Vote Counting Committee

- The General Meeting of Shareholders shall elect an Election and Vote Counting Committee, as proposed by the Chairperson, consisting of three (03) persons, including one (01) Head and two (02) members.
- The Election and Vote Counting Committee consists of:

No.	Name	Position
1	Ms. Phạm Thị Phương Ly	Deputy Head of Finance and Accounting Department
2	Mr. Chu Tùng Nguyên	Team Leader, Information Technology Department
3	Mr. Hồng Vĩnh Cửu	Team Leader, Information Technology Department

- Responsibilities:
- The Election and Vote Counting Committee shall inform the Meeting of the Election and Voting Regulations, guide delegates on the use of voting ballots and election ballots, and conduct vote counting, calculation, and exclusion of related shareholders who are not entitled to vote (if any) for each voting matter.

- The Election and Vote Counting Committee shall prepare the Vote Counting Minutes and be responsible for the accuracy and integrity of the vote counting results before the Chairing Committee and the General Meeting of Shareholders in the performance of its duties.
- Accurately determine the voting results on each matter put to vote at the Meeting.
- Promptly report the voting results to the Secretariat.
- Review and report to the Meeting any cases of violations of the voting regulations or complaints regarding voting results.
- The Election and Vote Counting Committee shall be responsible for keeping, safeguarding, and handing over all voting ballots, election ballots, and vote counting minutes to the Company's BOD immediately after the Meeting concludes.

Article 11. Discussions at the General Meeting

1. Principles

- Discussions shall only take place within the prescribed time and within the scope of matters presented in the agenda of the General Meeting of Shareholders.
- Only Delegates are entitled to participate in discussions.
- Delegates wishing to speak shall register their discussion topics in accordance with the following procedures:
 - Delegates wishing to speak at the Meeting must obtain the approval of the Chairperson. Delegates shall keep their remarks brief and focus on the key matters relevant to the approved agenda or submit their opinions in writing to the Secretariat for consolidation and reporting to the Chairperson.
 - The Chairperson shall arrange Delegates to speak in the order of registration and respond to shareholders' questions at the Meeting or record such questions for subsequent written responses.
 - Delegates may submit questions using the Speaker Registration Form provided by the MOC.
- The Secretariat shall organize the questions raised by Delegates and submit them to the Chairperson.

2. Response to Delegates' Opinions

- Based on the Speaker Registration Forms submitted by Delegates, the Chairperson or a member designated by the Chairperson shall respond to the Delegates' opinions.
- In case of time constraints during the Meeting, questions that cannot be answered directly at the Meeting shall be responded to by the Company in writing after the General Meeting.

Article 12. Election Ballots and Voting Ballots

- Election ballots and voting ballots bearing the Company's stamp shall be issued by the Shareholder Credentials Verification Committee to shareholders or authorized representatives of shareholders attending the Meeting, together with the EGMS meeting documents. Election ballots and voting ballots shall contain the shareholder identification number, shareholder's full name, number of voting shares owned or represented under authorization, and other technical information to ensure accurate and convenient vote counting.

- The voting value of each election ballot and voting ballot shall be determined based on the number of voting shares owned or represented under authorization by the shareholder attending the Meeting.

Article 13. Voting at the Meeting

1. Principles

All matters included in the agenda and contents of the Meeting must be discussed and publicly voted on by the General Meeting of Shareholders.

2. Voting Methods

- Delegates shall vote to Approve, Disapprove, or Abstain on matters submitted for voting at the Meeting by raising their voting ballots. The front side of the voting ballot must face the Chairing Committee.
- If a delegate does not raise their voting ballot in any of the three voting rounds for Approve, Disapprove, or Abstain on a matter, such Delegate shall be deemed to have voted Approve for that matter.
- If a delegate raises the voting ballot more than one (01) time when voting Approve, Disapprove, or Abstain on the same matter, such vote shall be deemed invalid.
- **A valid voting ballot** is a pre-printed ballot issued by the MOC, bearing the Company's red stamp, without erasures, alterations, tears, damage, etc., containing no additional information other than the prescribed information, and bearing the full name of the attending Delegate.
- **Invalid voting ballots include:**
 - Ballots containing additional information beyond the prescribed information;
 - Ballots not in the pre-printed form issued by the MOC, ballots without the Company's red stamp, ballots containing erasures, alterations, or additional information beyond the prescribed information, or ballots without the full name of the Delegate. In such cases, all votes recorded on the voting ballot shall be deemed invalid.

3. Voting Regulations

- One (01) share shall be equivalent to one voting right. Each Delegate attending the Meeting represents one or more voting rights.
- As of the shareholder record date (**04 September 2026**), the total number of voting shares of the Company is **133,451,910 shares, equivalent to 133,451,910 voting rights** (due to SASCO holding 29,400 treasury shares).
- Matters submitted for voting at the Meeting shall be approved when at least fifty percent (50%) of the total voting shares represented by all shareholders attending the Meeting vote in favor. For certain matters specified in Clause 1, Article 21 of the Company's Charter, approval by at least sixty-five percent (65%) of the total voting shares represented by all shareholders attending the Meeting shall be required.
- Notes:
 - Shareholders/authorized representatives having related interests shall not have voting rights on contracts and transactions valued at thirty-five percent (35%) or more of the total assets of the Company as stated in the latest financial statements; such contracts or transactions shall only be approved upon obtaining approval from shareholders/authorized representatives representing at least 65% of the remaining voting shares (pursuant to Clause 4, Article 167, Law on Enterprises 2020).

- Shareholders/authorized representatives holding 51% or more of the total voting shares, or their related persons, shall not have voting rights on contracts and transactions valued at more than 10% of the total assets of the Company as stated in the latest financial statements involving such shareholders (pursuant to Point b, Clause 3 and Clause 4, Article 167, Law on Enterprises 2020).
4. Recording Voting Results
- The Vote Counting Committee shall verify, aggregate, and report to the Chairperson the vote counting results for each matter under the Meeting agenda. The voting results shall be announced by the Chairperson immediately before the Meeting is adjourned.

Article 14. Minutes and Resolutions of the General Meeting of Shareholders

- All proceedings of the General Meeting of Shareholders must be recorded by the Secretariat in the Minutes of the General Meeting of Shareholders as the basis for issuing the Meeting Resolutions. The Chairperson and the Secretariat shall be responsible for the accuracy and integrity of the Minutes of the Meeting.
- Based on the results of the Meeting, the Chairperson shall prepare the Meeting Resolutions on matters approved by the General Meeting of Shareholders.
- The Minutes and Resolutions of the General Meeting of Shareholders must be read and approved before the Meeting is adjourned and disclosed in accordance with applicable laws.

Article 15. Implementation of the Regulation

- This Working Regulation shall be publicly read before the 2026 Extraordinary General Meeting of Shareholders and shall take effect immediately upon approval by the General Meeting of Shareholders of Southern Airports Services Joint Stock Company.
- Shareholders, authorized representatives, and invited guests who violate this Regulation shall, depending on the specific nature and severity of the violation, be subject to appropriate measures as determined by the Chairing Committee in accordance with the Company's Charter and the Law on Enterprises.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

NGUYỄN HẠNH

No.: /SASCO-HĐQT

Ho Chi Minh City, 2026.

DRAFT

PROPOSAL

**Re “Amendments and Supplements to the Charter on Organization and Operation of
Southern Airports Services Joint Stock Company”**

To: GENERAL MEETING OF SHAREHOLDERS

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 and its amendments, supplements and implementing regulations;*
- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and its amendments, supplements and implementing regulations;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Decree No. 245/2025/ND-CP dated 11 September 2025 of the Government detailing amendments and supplements to certain articles of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to the Charter on Organization and Operation of Southern Airports Services Joint Stock Company (“the Company/ SASCO”).*

Based on the applicable laws and regulations and practical requirements to facilitate the organization and operation of the Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Charter of Organization and Operation of SASCO in accordance with the list of proposed amendments and supplements attached to this Proposal.

Respectfully submitted for the General Meeting's consideration and approval.

Respectfully yours.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

NGUYEN HANH

PROPOSED AMENDMENTS AND SUPPLEMENTS TO THE 2021 CHARTER

No.	Current Charter	Proposed Amendments and Supplements	Remarks
1	Article 1. Interpretation of Terms 1. In this Charter, the following terms shall be construed as follows: a. “<i>Charter Capital</i>” means the total par value of shares that have been sold; b. “<i>Law on Enterprises</i>” means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020; c. “<i>Law on Securities</i>” means the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019; d. “<i>Company</i>” means Southern Airports Services Joint Stock Company (SASCO). e. “<i>Dependent Units</i>” include the Representative Office and branches of the Company, the establishment of which has been approved by the Board of Directors; f. “<i>Affiliated Companies</i>” means entities in which the Company holds non-controlling shares or contributed capital (less than 50% of charter capital), organized in the forms of enterprises prescribed by the Law on Enterprises; g. “<i>Company Manager</i>” means the Chairperson of the Board of Directors, members of the Board of Directors, the Chief Executive Officer, Deputy General Managers, Chief Accountant, and other managerial positions within the Company approved by the Board of Directors and designated as management positions; h. “<i>Company Executive</i>” means the Chief Executive Officer, Deputy General Managers, Chief Accountant, and other executives appointed by decision of the Board of Directors based on the proposal of the Chief Executive Officer. i. “<i>Executive Board</i>” includes the Chief Executive Officer and Deputy General Managers. j. “<i>Related Person</i>” means an individual or organization as prescribed in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities. k. “<i>Shareholder(s)</i>” means any individual, legal entity, or any organization owning at least one (01) share of the Company, whose name and other information required by law are	1. In this Charter, the following terms shall be construed as follows: a. “<i>Supervisory Board</i>” means the body responsible for supervising the Board of Directors and the operation, management and administration of the Company; accountable to the General Meeting of Shareholders and the law, and having the rights and obligations set out in Article 48 and the responsibilities of members of the Supervisory Board set out in Article 51 of this Charter; b. “<i>Executive Board</i>” includes the Chief Executive Officer and Deputy General Managers; c. “<i>Chairperson of the Board of Directors</i>” means the person elected, dismissed or removed by the Board of Directors from among its members, as prescribed in Article 31 of this Charter; d. “<i>Company</i>” means Southern Airports Services Joint Stock Company; e. “<i>Subsidiary</i>” means any company in which the Company (i) owns more than fifty percent (50%) of the charter capital or the total issued ordinary shares, or (ii) has the right, directly or indirectly, to decide the appointment of the majority or all members of the Board of Directors and the Chief Executive Officer/Director, or (iii) has the right to decide on amendments and supplements to the charter of such company; f. “<i>Affiliated Company</i>” means any entity in which the Company directly or indirectly owns from twenty percent (20%) to less than fifty percent (50%) of the voting rights (unless otherwise agreed) and which is organized in a form of enterprise prescribed by the Law on Enterprises; g. “<i>Shareholder(s)</i>” means any individual, legal entity or any other organization owning at least one (01) share of the Company, whose name and other information required by law are recorded in the Company’s Shareholders Register as the owner of such shares; h. “<i>Major Shareholder</i>” means a Shareholder owning five percent (5%) or more of the voting shares of the Company; i. “<i>General Meeting of Shareholders</i>” means the highest decision-making body of the Company, as prescribed in Point a, Clause 2, Article 10 and Article 13 of this Charter; j. “<i>Company Charter</i>” means the Charter of Southern Airports Services Joint Stock Company; k. “<i>Dependent Unit</i>” includes the Representative Office, branches and business locations of the Company established with the approval of the Board of Directors; l. “<i>Board of Directors</i>” means the management body of the Company, as prescribed in Point b, Clause 2, Article 10 and having the powers and obligations set out in Article 29 of this Charter; m. “<i>Law on Securities</i>” means the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024 or any applicable superseding legal document;	

No.	Current Charter	Proposed Amendments and Supplements	Remarks
	recorded in the Company's Shareholders Register as the owner of such shares; l. <i>"Stock Exchange"</i> means the Vietnam Stock Exchange and its subsidiaries.	n. "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020, as amended and supplemented by Law No. 76/2025/QH15 dated 17 June 2025 or any applicable superseding legal document; o. "Date of Establishment" means the date on which the Company was first granted its Enterprise Registration Certificate; p. "Related Person" means an individual or organization as prescribed in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities; q. "Legal Representative" means the individual representing the Company in exercising rights and performing obligations arising from transactions of the Company, as specified in Article 3 of this Charter; r. "Company Executive" or "Executive" means the Chief Executive Officer, Deputy General Managers, Chief Accountant and other executives appointed by decision of the Board of Directors based on the proposal of the Chief Executive Officer; s. "Company Manager" or "Manager" means the Chairperson of the Board of Directors, members of the Board of Directors, Chief Executive Officer, Deputy General Managers, Chief Accountant and other managerial positions approved by the Board of Directors; t. "Person in Charge of Corporate Governance" means the person appointed by the Board of Directors to assist in the corporate governance of the Company and having the rights and obligations prescribed in Article 37 of this Charter; u. "Stock Exchange" means the Vietnam Stock Exchange and its subsidiaries; v. "Shareholders Register" means the Shareholders Register prescribed in Article 122 of the Law on Enterprises; w. "Operating Term" means the duration of operation of the Company as specified in Clause 5, Article 2 of this Charter and any extension amendments (if any) approved by the General Meeting of Shareholders; x. "Chief Executive Officer" means the person responsible for the daily business operations of the Company, as prescribed in Point d, Clause 2, Article 10 and having the duties and powers set out in Article 40 of this Charter; y. "State Securities Commission" means the agency under the Ministry of Finance responsible for advising and assisting the Minister of Finance in performing state management of securities and the securities market; z. "Vietnam" means the Socialist Republic of Vietnam; aa. "VSDC" means the Vietnam Securities Depository and Clearing Corporation; bb. "Voting Capital" means share capital pursuant to which the holder has the right to vote on matters falling within the authority of the General Meeting of Shareholders; cc. "Charter Capital" means the total par value of shares that have been sold and as prescribed in Clause 1, Article 6 of this Charter.	
2	Article 2. Name, Legal Form, Head Office, Branches, Representative Offices, Business Locations and Operating Term of the Company		

No.	Current Charter	Proposed Amendments and Supplements	Remarks
	3. The registered office of the Company is: Head office address: Tan Son Nhat International Airport, Ward 2, Tan Binh District, Ho Chi Minh City.	3. The registered office of the Company is: Head office address: Tan Son Nhat International Airport, Tan Son Hoa Ward, Ho Chi Minh City. Fax: (84-8) 3 8447 812	
3	Article 4. Objectives of the Company 2. Multi-sector and multi-industry business operations. 3. The registered business lines of the Company are: 1. Other retail sale in non-specialized stores: Code 4719 Details: Duty-free business. Retail sale of food, foodstuffs, beverages, cigarettes, pipe tobacco, handicrafts and fine arts products, gold, silver, gemstones, cultural products (with contents permitted for circulation); agricultural, forestry and aquatic raw materials; live animals (excluding operations at the head office and rare animals); chemicals used in agriculture (excluding plant protection chemicals); construction materials; motor vehicles, motorcycles and parts and accessories for motor vehicles; gasoline, oil and grease (excluding mechanical processing, waste recycling and electroplating at the head office); machinery, equipment and spare parts for industrial, agricultural and fishery sectors; chemicals (excluding those used in agriculture); sundry goods, machinery, equipment and personal and household items; books, newspapers and magazines (with contents permitted for circulation); gasoline, oil, grease, lubricants, seasonings, condiments, sauces, aquatic products and aquatic feed (excluding operations at the head office). Import and export of goods serving passengers.	2. The Company shall engage in multi-sector and multi-industry business operations while ensuring a focus on its core business activities. A core business activity means any business line, industry, field of business, or product/service line of the Company (including those of its Subsidiaries) that satisfies one of the following conditions: 2.a Contributes ten percent (10%) or more of the Company's total consolidated net revenue in the two (02) most recent financial years, based on the Company's audited consolidated financial statements; or 2.b Contributes ten percent (10%) or more of the Company's total consolidated gross profit (or profit before tax) in the two (02) most recent financial years, based on the Company's audited consolidated financial statements. 2.c Other business activities determined by the Board of Directors to be core and important to the Company's development strategy from time to time. 3. The registered business lines of the Company are: 1. Other non-specialized retail sale: Code 4719 Details: Duty-free business. Retail sale of food, foodstuffs, beverages, cigarettes, pipe tobacco, handicrafts and fine arts products, gold (excluding gold bullion trading), silver, gemstones, cultural products (with contents permitted for circulation); agricultural, forestry and aquatic raw materials; live animals (excluding operations at the head office and rare animals); chemicals used in agriculture (excluding plant protection chemicals); construction materials; motor vehicles, motorcycles and parts and accessories for motor vehicles; gasoline, oil and grease (excluding mechanical processing, waste recycling and electroplating at the head office); non-agricultural raw materials, scrap and waste materials (excluding operations at the head office); machinery, equipment and spare parts for industrial, agricultural and fishery sectors; chemicals (excluding those used in agriculture); sundry goods, machinery, equipment and personal and household items; books, newspapers and magazines (with contents permitted for circulation); gasoline, oil, grease, lubricants, seasonings, condiments, sauces, aquatic products and aquatic feed (excluding operations at the head office). Import and export of goods serving passengers.	

No.	Current Charter	Proposed Amendments and Supplements	Remarks
	2. Steam bath, massage and similar health-enhancing services (excluding sports activities): Code 9610 <i>Details: Massage services, acupressure, foot reflexology, and mineral mud bath services.</i> 3. Manufacture of other products of wood; manufacture of products from bamboo, rattan, straw and plaiting materials: Code 1629 <i>Details: Wood processing and manufacture of products from wood, bamboo, rattan, straw and plaiting materials (excluding manufacture of beds, wardrobes, tables and chairs). (Not operating at the head office)</i> 4. Market research and public opinion polling: Code 7320 5. Wired telecommunications activities (excluding internet access services): Code 6110 5. Wireless telecommunications activities (excluding internet access services): Code 6120 6. Processing and preserving of fish, crustaceans and molluscs and products thereof: Code 1020 Details: Aquaculture, fish and seafood processing on vessels, provision of ice for seafood preservation (excluding operations at the head office). 7. Warehousing and storage of goods (excluding warehousing business): Code 5210 8. Organization of trade promotion and commercial promotion activities: Code 8230 9. Other business support service activities not elsewhere classified: Code 8299 10. Tour operation: Code 7912 <i>Details: Services supporting the promotion and organization of tours.</i>	2. Spa and steam bath services: Code 9623 <i>Details: Spa services, steam bath services, massage, body massage, foot reflexology and mineral mud bath services.</i> 3. Manufacture of other products of wood; manufacture of products from bamboo, rattan, straw and plaiting materials: Code 1629 <i>Details: Wood processing and manufacture of products from wood, bamboo, rattan, straw and plaiting materials. (Not operating at the head office)</i> 4. Market research and public opinion polling: Code 7320 (excluding information prohibited by the State and investigation services) 5. Wired, wireless and satellite telecommunications activities: Code 6110 6. Processing and preserving of fish, crustaceans and molluscs and products thereof: Code 1020 7. Warehousing and storage: Code 5210 8. Organization of trade promotion and commercial promotion activities: Code 8230 (excluding the use of fire and explosion effects; excluding the use of explosives, flammable substances and chemicals as props or equipment for artistic performances, events and film production) 9. Other business support service activities not elsewhere classified: Code 8299 Details: Import and export of goods traded by the Company. 10. Tour operation: Code 7912 <i>Details: Services supporting the promotion and organization of tours; domestic travel business; international travel business.</i>	

No.	Current Charter	Proposed Amendments and Supplements	Remarks
	11. Hairdressing, beauty treatment and shampooing: Code 9631 12. Aquatic seed production (excluding operations at the head office): Code 0323 13. Manufacture of non-alcoholic beverages and mineral water (excluding operations at the head office): Code 1104 14. Silviculture and forest care activities (excluding operations at the head office): Code 0210 15. Construction of buildings of all types: Code 4100 <i>Details: Construction of civil, industrial, technical and transportation works.</i> 16. Other supporting activities for transportation: Code 5229 <i>Details: Maritime brokerage services. Customs clearance services. Transport safety inspection services. Automobile escort services. Towing of damaged vehicles. Freight forwarding, cargo handling and packaging services. Airline ticket agency services. Port operation and management. Provision of aviation technical and commercial services; installation of aviation ground support equipment (excluding airport operation business, provision of aviation services, air transport business, and excluding mechanical processing, waste recycling and electroplating at the head office).</i> 19. Bus transport: Code 4920	11. Hairdressing services (excluding activities causing bleeding): Code 9621 12. Marine aquaculture (excluding operations at the head office): Code 0321 13. Manufacture of non-alcoholic beverages and mineral water (excluding operations at the head office): Code 1105 14. Silviculture, forest care and forest tree nursery activities (excluding operations at the head office): Code 0210 15.1 Construction of residential buildings: Code 4101 15.2 Construction of non-residential buildings: Code 4102 Details: Construction of civil, industrial, technical and transportation works. 16. Other supporting activities for transportation: Code 5229 <i>Details: Maritime brokerage services. Customs clearance services. Transport safety inspection services. Towing of damaged vehicles. Freight forwarding, cargo handling and packaging services. Airline ticket agency services. Port operation and management. Provision of aviation technical and commercial services; installation of aviation ground support equipment (excluding airport operation business, air transport business, and excluding mechanical processing, waste recycling and electroplating at the head office).</i> 17. Other specialized wholesale: Code 4671 Details: Wholesale of primary-form plastics. 18. Retail sale of automotive fuel: Code 4730 Excluding liquefied petroleum gas (LPG). 19.1 Urban bus passenger transport: Code 4921 19.2 Bus passenger transport between urban and suburban areas and inter-provincial bus passenger transport: Code 4922 19.3 Other bus passenger transport: Code 4929 20. Other road passenger transport: Code 4932 Details: Intraprovincial and interprovincial passenger transport by trucks. Road passenger transport.	

No.	Current Charter	Proposed Amendments and Supplements	Remarks
	21. Service activities incidental to land transportation and railway transportation: Code 5221 26. Services supporting the promotion and organization of tours: Code 7920 28. Travel agency activities: Code 7911 29. Manufacture of beds, wardrobes, tables and chairs (excluding operations at the head office): Code 3100 30. Short-stay accommodation services: Code 5510 Details: Hotels (meeting star-rating standards and excluding operations at the head office). 31. Other amusement and recreation activities not elsewhere classified: Code 9329 Details: Operation of beaches, discotheques and karaoke services (not operating in Ho Chi Minh City). Swimming activities, water sports, boat racing, yacht services, air sports, parachuting, fitness clubs, bodybuilding and aerobics activities.	21. Service activities incidental to railway transportation: Code 5221 <i>(excluding gas liquefaction for transportation and excluding railway infrastructure business)</i> 22. Service activities incidental to air transportation: Code 5223 Details: Service activities supporting air transportation. 23. Service activities incidental to road transportation: Code 5225 24. Renting and leasing of motor vehicles: Code 7710 25. Other credit granting activities: Code 6495 Details: Foreign exchange agency services. 26. Other tourism-related activities: Code 7990 27. Other food service activities: Code 5629 Details: Airline catering services and railway catering services. 28. Tourism agency activities: Code 7911 29.1 Manufacture of wooden beds, wardrobes, tables and chairs (excluding operations at the head office): Code 3101 29.2 Manufacture of metal beds, wardrobes, tables and chairs (excluding operations at the head office): Code 3102 29.3 Manufacture of beds, wardrobes, tables and chairs made from other materials (excluding operations at the head office): Code 3109 30. Hotels and similar accommodation services: Code 5510 Details: Hotels (meeting star-rating standards and excluding operations at the head office). 31. Other amusement and recreation activities: Code 9329 Details: Operation of beaches, discotheques and karaoke services (not operating in Ho Chi Minh City). Swimming activities, water sports, boat racing, yacht services, air sports, parachuting, fitness clubs, bodybuilding and aerobics activities. 32. Repair and maintenance of motorcycles and motorbikes: Code 9532	

No.	Current Charter	Proposed Amendments and Supplements	Remarks
	32. <i>Maintenance and repair</i> of motorcycles and motorbikes: Code 4542 33. Management consultancy activities: Code 7020	33. Business management consultancy and other management consultancy activities: Code 7020	
4	Article 5. Scope of Business and Operations of the Company	1. During its operation, the Company may change its business lines in accordance with the law, subject to approval by the General Meeting of Shareholders, registration/notification of changes to enterprise registration contents with the business registration authority, and publication on the National Business Registration Portal (dangkykinhdoanh.gov.vn) in compliance with applicable laws. 2. The Company must satisfy all business conditions when conducting business in conditional investment and business sectors as prescribed by law and must maintain such conditions throughout its business operations. The Chief Executive Officer shall be responsible for implementing this provision.	
5	Article 6. Charter Capital, Shares and Shareholders 1. The Charter Capital of the Company is VND 1,334,813,100,000 (One trillion three hundred thirty-four billion eight hundred thirteen million one hundred thousand Vietnamese Dong). The total Charter Capital of the Company is divided into 133,481,310 shares with a par value of VND 10,000 (ten thousand Vietnamese Dong) per share. 6. Each share of the same class shall confer upon its holder equal rights, obligations and interests within that class of shares.	1. The Charter Capital of the Company is VND 1,334,813,100,000 (One trillion three hundred thirty-four billion eight hundred thirteen million one hundred thousand Vietnamese Dong). The total Charter Capital of the Company is divided into 133,481,310 shares with a par value of VND 10,000 (ten thousand Vietnamese Dong) per share, of which: - Ordinary shares: 133,481,310 shares - Preference shares: 0 shares 6. Each share of the same class shall confer upon its holder equal rights, obligations and interests within that class of shares. In the event that the Company has classes of Preference Shares, the rights and obligations attached to such classes of Preference Shares must be approved by the General Meeting of Shareholders and fully disclosed to the Shareholders. 9. The number of shares authorized for offering by the Company shall be the total number of shares approved by the General Meeting of Shareholders for issuance to raise capital from time to time and recorded in the resolutions of the General Meeting of Shareholders. The Board of Directors shall determine the timing, method and offering price of the shares. The offering price of the shares shall not be lower than the market price at the time of offering or the latest book value of the shares, except in the following cases: a) Shares offered to all Shareholders in proportion to the number of shares they currently hold in the Company;	

No.	Current Charter	Proposed Amendments and Supplements	Remarks
		b) Shares offered to securities brokers or underwriting organizations/securities companies, if any. In such case, the discount rate and the number of discounted shares must be approved by the General Meeting of Shareholders; or c) Shares issued to employees under an Employee Stock Ownership Plan (ESOP) approved by the General Meeting of Shareholders, if any. d) Other cases as approved by a Resolution of the General Meeting of Shareholders. 10. When offering Ordinary Shares, the Company must give priority to existing Shareholders to purchase shares in proportion to their respective ownership ratio. Any alternative offering method must be approved by the General Meeting of Shareholders with at least sixty-five percent (65%) of the total votes of all shareholders attending and voting at the meeting. The Company must provide written notice of the offering, specifying the number of shares offered and granting Shareholders a subscription period of at least twenty (20) working days. For shares not fully subscribed by existing Shareholders, the Board of Directors shall have the right to distribute such remaining shares to other parties. However, the Board of Directors must first offer such remaining shares to the other existing Shareholders of the Company before offering them to third parties. The terms and conditions of such offering shall not be more favorable than those initially offered to the existing Shareholders, unless otherwise approved by the General Meeting of Shareholders or conducted through the Stock Exchange.	
6	Article 7. Share Certificates and Shareholders Register 2. A share certificate is <i>a type of security that certifies the lawful rights and interests of its holder in respect of a portion of the share capital of the issuing organization</i>. A share certificate must contain all particulars prescribed in Clause 1, Article 121 of the Law on Enterprises.	2. A share certificate is a certificate issued by the Company, an accounting book-entry, or electronic data evidencing ownership of one or more shares of the Company. A share certificate must contain all particulars prescribed by the Law on Enterprises. 5. Shareholders Register: The Company shall establish and maintain a Shareholders Register from the date on which it is first granted an Enterprise Registration Certificate. The Shareholders Register shall be maintained in both written form and electronic data form and must contain all particulars prescribed by the Law on Enterprises. 6. The Shareholders Register shall be registered and maintained at the head office of the Company and at the Vietnam Securities Depository and Clearing Corporation (VSDC). 7. In the event of any change to the information contained in the Shareholders Register relating to any Shareholder, such Shareholder shall be responsible for notifying the Company so that the Shareholder's information in the Shareholders Register maintained at VSDC may be updated accordingly. The Company shall not be liable in any case where it is unable to contact and/or deliver correspondence or documents to a	

No.	Current Charter	Proposed Amendments and Supplements	Remarks
		Shareholder due to the absence, inaccuracy or incompleteness of the Shareholder's address for communication and/or delivery purposes. Such inability to contact or deliver correspondence or documents shall not affect the procedures for convening a General Meeting of Shareholders, collecting Shareholders' written opinions, delivering documents to Shareholders, or the validity of resolutions of the General Meeting of Shareholders adopted in accordance with applicable laws.	
7	Article 9. Transfer of Shares	2. All shares listed on the Stock Exchange shall be transferred in accordance with the laws on securities and the regulations of the Stock Exchange. 3. An individual or organization acquiring shares shall become a Shareholder immediately after the information relating to such share transfer is registered in the Shareholders Register or on the date the book-entry is made in the securities depository account at the Vietnam Securities Depository and Clearing Corporation (VSDC). Only persons whose names are recorded in the Shareholders Register shall be recognized as lawful Shareholders of the Company.	
8	Article 11. Rights of Shareholders 1.d Freely transfer their shares to other persons, except in the cases prescribed in Clause 3, Article 120 and <i>Clause 1, Article 127 of the Law on Enterprises</i> and other relevant provisions of law. 2. A Shareholder or a group of Shareholders <i>holding five percent (5%) or more</i> of the total Ordinary Shares shall have the following rights: 2.a Request the Board of Directors to convene a General Meeting of Shareholders in accordance with Clause 3, Article 115 and Article 140 of the Law on Enterprises.	1.d Freely transfer their shares to other persons, except in the cases prescribed in Clause 3, Article 120 of the Law on Enterprises, where the Company Charter provides restrictions on the transfer of shares, and other relevant provisions of law. 2. A Shareholder or a group of Shareholders holding five percent (5%) or more of the total Ordinary Shares shall have the following rights: 2.a Request the Board of Directors to convene a General Meeting of Shareholders in accordance with Clause 3, Article 115 and Article 140 of the Law on Enterprises. Such request for convening a General Meeting of Shareholders must be made in writing and shall include the following information: full name, contact address, nationality and legal identification documents in respect of an individual Shareholder; name, enterprise registration number or legal documents of the organization, and head office address in respect of an organizational Shareholder; number of shares and date of share registration of each Shareholder, total number of shares held by the group of Shareholders and the ownership ratio in the total number of shares of the Company; the grounds and reasons for requesting the convening of the General Meeting of Shareholders. The request must be accompanied by documents and evidence of violations committed by the Board of Directors, the seriousness of such violations, or decisions made beyond its authority. The Shareholder or group of Shareholders shall bear full legal responsibility for the accuracy and truthfulness of the documents and	

No.	Current Charter	Proposed Amendments and Supplements	Remarks
	2.c <i>Request the Supervisory Board</i> to examine specific matters relating to the management and operation of the Company whenever deemed necessary. Such request must be made in writing and shall include the following information: full name, contact address, nationality and legal identification documents in respect of an individual Shareholder; name, enterprise registration number or legal documents of the organization, and head office address in respect of an organizational Shareholder; number of shares and date of share registration of each Shareholder, total number of shares held by the group of Shareholders and the ownership ratio in the total number of shares of the Company; the matter to be examined and the purpose of the examination.	evidence provided to the competent authorities when requesting the convening of a General Meeting of Shareholders. 2.c Request the Board of Directors, the Chief Executive Officer, and the Supervisory Board to examine and provide explanations on specific matters relating to the management and operation of the Company whenever deemed necessary. Such request must be made in writing and shall include the following information: full name, contact address, nationality and legal identification documents in respect of an individual Shareholder; name, enterprise registration number or legal documents of the organization, and head office address in respect of an organizational Shareholder; number of shares and date of share registration of each Shareholder, total number of shares held by the group of Shareholders and the ownership ratio in the total number of shares of the Company; the matter to be examined and the purpose of the examination; 3.c Other rights as prescribed by law and this Charter. 4. An organizational Shareholder shall have the right to appoint one or more authorized representatives to exercise its rights as a Shareholder of the Company in accordance with the law. Where more than one authorized representative is appointed, the number of shares represented by each authorized representative must be specifically determined. If an organizational Shareholder fails to specify the number of shares represented by each authorized representative, the shares shall be allocated equally among all authorized representatives. The appointment, termination or replacement of an authorized representative must be notified to the Company and shall only become effective from the date the Company receives such notice. The appointment letter of an authorized representative must contain the following principal contents: a. Name, enterprise registration number and head office address of the Shareholder; b. Number of authorized representatives and the corresponding shareholding ratio represented by each authorized representative; c. Full name, contact address, nationality and legal identification documents of each authorized representative; d. Duration of authorization applicable to each authorized representative, clearly stating the commencement date of the authorization; and e. Full name and signature of the authorized representative and the Legal Representative of such Shareholder. In the event that an organizational Shareholder has no representative or its representative is unable to perform the authorized duties, the Legal Representative of such organizational Shareholder shall have the right to represent such organizational Shareholder in exercising the rights of that organizational Shareholder.	
9	Article 12. Obligations of Shareholders		

No.	Current Charter	Proposed Amendments and Supplements	Remarks
	3. Comply with the Company Charter and the Company's Internal Management Regulations.	3. Comply with the Company Charter and the Company's Internal Management Regulations. 6.e Submit voting ballots to the Company by other means or methods. 9. A major shareholder shall not abuse its dominant position to prejudice the rights and interests of the Company or other shareholders, in accordance with applicable laws and the Company's Charter, and shall fulfill its disclosure obligations as prescribed by law.	
10	Article 13. General Meeting of Shareholders 2. The Board of Directors shall convene the Annual General Meeting of Shareholders and select an appropriate venue for the meeting. The Annual General Meeting of Shareholders shall decide on matters as prescribed by law and the Company Charter, particularly the approval of the audited annual financial statements. In the event that the audit report on the Company's annual financial statements contains material qualified opinions, adverse opinions or a disclaimer of opinion, the Company must invite a representative of the approved audit firm that conducted the audit of the Company's financial statements to attend the Annual General Meeting of Shareholders, and such representative of the approved audit firm shall be responsible for attending the Company's Annual General Meeting of Shareholders. 3. The Board of Directors must convene an Extraordinary General Meeting of Shareholders in the following cases: 3.b The number of remaining members of the Board of Directors, Independent Members of the Board of Directors, or members of the Supervisory Board is fewer than the minimum number required by law. 4.a The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of remaining members of the Board of Directors or the Supervisory Board falls below the level specified in Point b,	2. The Board of Directors shall convene the Annual General Meeting of Shareholders and select an appropriate venue for the meeting. The Annual General Meeting of Shareholders shall decide on matters as prescribed by law and the Company Charter, particularly the approval of the audited annual financial statements. Members of the Board of Directors and members of the Supervisory Board must attend the Annual General Meeting of Shareholders to answer Shareholders' questions at the meeting; in cases of force majeure where attendance is not possible, such members of the Board of Directors and the Supervisory Board must submit a written report to the Board of Directors and the Supervisory Board. In the event that the audit report on the Company's annual financial statements contains material qualified opinions, adverse opinions or a disclaimer of opinion, the Company must invite a representative of the approved audit firm that conducted the audit of the Company's financial statements to attend the Annual General Meeting of Shareholders, and such representative of the approved audit firm shall be responsible for attending the Company's Annual General Meeting of Shareholders. 3. The Board of Directors must convene an Extraordinary General Meeting of Shareholders in the following cases: 3.b The number of remaining members of the Board of Directors, Independent Members of the Board of Directors (in the case of a listed company), non-executive members of the Board of Directors, or members of the Supervisory Board is fewer than the minimum number required by law. 3.e The quarterly, semi-annual (06-month) or audited annual financial statements indicate that the Company's equity has decreased by one-half (1/2) compared to the beginning of the reporting period. 4.a The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of remaining members of the Board of Directors, non-executive members of the Board of Directors, or members of the	

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	Clause 3 of this Article, or from the date of receipt of a request specified in Points c and d, Clause 3 of this Article.	Supervisory Board falls below the level specified in Point b, Clause 3 of this Article, or from the date of receipt of a request specified in Points c and d, Clause 3 of this Article.	
11	Article 14. Rights and Obligations of the General Meeting of Shareholders 1. The General Meeting of Shareholders shall have the following rights and obligations: 2. The Annual General Meeting of Shareholders shall discuss and approve the following matters:	Article 14. Rights and Obligations of the General Meeting of Shareholders 1. The General Meeting of Shareholders shall have the following rights and obligations: 1.c. The number of members of the Board of Directors and the Board of Supervisors; election, removal and dismissal of members of the Board of Directors and members of the Board of Supervisors; 1.h. Reorganization or dissolution (liquidation) of the Company and appointment of the liquidator; 1.g Approval of the execution of contracts and transactions with related parties as specified in Clause 10, Article 53 of this Charter; 1.m. The Company’s annual business plan; 1.n. Approval of the annual financial statements; 1.o. The report of the Board of Directors on corporate governance and the performance of the Board of Directors and each member thereof; 1.p. The report of the Board of Supervisors on the Company’s business performance and the performance of the Board of Directors and the General Director; 1.q. The self-assessment report on the performance of the Board of Supervisors and its members; 1.r. The dividend payable on each share of each class; 1.s. Other matters as prescribed by law and this Charter. 2. The Annual General Meeting of Shareholders shall discuss and approve the matters specified at Points m, n, o, p, q and r, Clause 1 of this Article and other matters falling within its authority. 4. Matters approved in previous resolutions of the General Meeting of Shareholders but not yet implemented must be reported by the Board of Directors to the General Meeting of Shareholders at its next meeting. Where there is any change to a matter falling within the decision-making authority of the General Meeting of Shareholders, the Board of Directors must submit such matter to the General Meeting of Shareholders for approval at the nearest meeting before implementation.	
12	Article 15. Authorization to Attend the General Meeting of Shareholders 2. The authorization of an individual or organization to attend the General Meeting of Shareholders on behalf of a Shareholder as prescribed in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with the	Article 15. Authorization to Attend the General Meeting of Shareholders 2. The authorization of an individual or organization to attend the General Meeting of Shareholders on behalf of a Shareholder as prescribed in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with the laws on	

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	laws on civil matters and must specify the name of the authorizing Shareholder, the name of the authorized individual or organization, the number of shares authorized, the contents of the authorization, the scope of authorization, the term of authorization, and the signatures of both the authorizing party and the authorized party. The authorized representative attending the General Meeting of Shareholders must submit the power of attorney upon registration for attendance. In the event of re-authorization, the attendee must additionally present the original authorization document from the Shareholder or from the authorized representative of the organizational Shareholder (if such authorization has not previously been registered with the Company).	civil matters and must specify the name of the authorizing Shareholder, the name of the authorized individual or organization, the number of shares authorized, the contents of the authorization, the scope of authorization, the term of authorization, and the signatures of both the authorizing party and the authorized party. The authorized representative attending the General Meeting of Shareholders must submit the power of attorney upon registration for attendance before entering the meeting room; alternatively, the power of attorney may be sent by the Shareholder to the Company or to the location specified in the notice convening the meeting no later than forty-eight (48) hours prior to the holding of the General Meeting of Shareholders. In the event of re-authorization, the attendee must additionally present the original authorization document from the Shareholder or from the authorized representative of the organizational Shareholder (if such authorization has not previously been registered with the Company).	
13	Article 17. Convening Meetings, Meeting Agenda and Notice of Invitation to the General Meeting of Shareholders 2. List of Shareholders: The list of Shareholders entitled to attend the General Meeting of Shareholders must include the full name, permanent residential address, nationality, Citizen Identity Card number, Identity Card number, Passport number or other lawful personal identification of individual Shareholders; the name, enterprise registration number or establishment decision number, and head office address of organizational Shareholders; the number of shares of each class held, and the Shareholder registration number and registration date of each Shareholder. 3. The notice of invitation to the General Meeting of Shareholders shall <i>be sent to all Shareholders by a method ensuring delivery to the Shareholders' contact addresses</i>, and simultaneously published on the Company's website and disclosed to the State Securities Commission and the Stock Exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send the notice of invitation to all Shareholders included in the list of Shareholders entitled to attend the meeting no later than twenty-one (21) days prior to the opening date of the meeting. The agenda of the General Meeting of Shareholders and documents relating to matters to be voted on	2. List of Shareholders: The list of Shareholders entitled to attend the General Meeting of Shareholders shall be prepared based on the Shareholders Register and the securities holders register of the Company. The list of Shareholders entitled to attend the General Meeting of Shareholders must include the full name, permanent residential address, nationality, Citizen Identity Card number, Identity Certificate number, Passport number or other lawful personal identification of individual Shareholders; the name, enterprise registration number or establishment decision number, and head office address of organizational Shareholders; the number of shares of each class held, and the Shareholder registration number and registration date of each Shareholder. 3. The notice of invitation to the General Meeting of Shareholders shall be sent by email, and/or through secured courier services to the registered contact address of the Shareholder, and/or by other means ensuring delivery to the Shareholder. Where the Company sends the notice of invitation by email, the email address of the Shareholder receiving such notice shall be the email address maintained and provided by VSDC, or the email address registered by the Shareholder with the Company. The notice shall also be published on the Company's website and disclosed to the State Securities Commission and the Stock Exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send the notice of invitation to all Shareholders included in the list of Shareholders entitled to attend the meeting no later than twenty-one (21) days prior to the opening date of the meeting. The agenda of the General Meeting of Shareholders and documents relating to	

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	at the meeting shall be sent to the Shareholders or published on the Company's website. In the event that such documents are not enclosed with the notice of invitation to the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents so that Shareholders may access them, including:	matters to be voted on at the meeting shall be sent to the Shareholders or published on the Company's website. In the event that such documents are not enclosed with the notice of invitation to the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents so that Shareholders may access them, including:	
14	Article 19. Procedures for Conducting Meetings and Voting at the General Meeting of Shareholders 2. Upon registration of Shareholders attending the meeting, the Company shall issue to each Shareholder or authorized representative with voting rights a voting card/voting ballot/election ballot indicating the registration number, full name of the Shareholder, full name of the authorized representative, and the number of votes/election votes of such Shareholder. The General Meeting of Shareholders shall discuss and vote on each matter included in the meeting agenda. Voting shall be conducted by voting in favor, voting against, or abstaining. The vote-counting results shall be announced by the Chairperson of the meeting/the Vote Counting Committee immediately before the close of the meeting.	2. Upon registration of Shareholders attending the meeting, the Company shall issue to each Shareholder or authorized representative with voting rights a voting card/voting ballot/election ballot indicating the registration number, full name of the Shareholder, full name of the authorized representative, and the number of votes/election votes of such Shareholder. The General Meeting of Shareholders shall discuss and vote on each matter included in the meeting agenda. Voting shall be conducted by voting in favor, voting against, or abstaining. The vote-counting results shall be announced by the Chairperson of the meeting/the Vote Counting Committee immediately before the close of the meeting. The General Meeting of Shareholders shall elect the persons responsible for vote counting or supervising the vote counting process upon the proposal of the Chairperson. The number of members of the Vote Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson of the meeting; A Shareholder, the authorized representative of an organizational Shareholder, or a proxy arriving after the commencement of the meeting shall have the right to register immediately and thereafter participate in and vote at the General Meeting of Shareholders immediately upon registration. The Chairperson shall not be required to suspend the meeting to allow late-arriving Shareholders to register, and the validity of matters already voted on prior to their arrival shall remain unaffected. 12. Where the Company applies modern technology to organize the General Meeting of Shareholders through an online meeting, the Company shall be responsible for ensuring that Shareholders may attend and vote by electronic voting or other electronic means in accordance with Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/2020/ND-CP issued by the Government on 31 December 2020.	
15	Article 20. Forms of Adoption of Resolutions of the General Meeting of Shareholders 2. Resolutions of the General Meeting of Shareholders on the following matters must be adopted by voting at a meeting of the General Meeting of Shareholders:	2. Resolutions of the General Meeting of Shareholders on the following matters must be adopted by voting at a meeting of the General Meeting of Shareholders:	

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	2.e Decisions on investments or the sale of assets having a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the Company's most recent financial statements;	2.e Decisions on investments or the sale of assets having a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the Company's most recent financial statements; 2.h Other matters falling within the approval authority of the General Meeting of Shareholders as prescribed in Point p, Clause 2, Article 14 of this Charter and in accordance with applicable laws.	
16	Article 21. Conditions for Adoption of Resolutions of the General Meeting of Shareholders 1. A resolution on the following matters shall be adopted if approved by Shareholders representing sixty-five percent (65%) or more of the total voting rights of all Shareholders <i>attending the meeting</i>, except for the cases prescribed in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises: 2. Resolutions shall be adopted if approved by Shareholders representing fifty-one percent (51%) or more of the total voting rights of all Shareholders <i>attending the meeting</i>, except for the cases prescribed in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.	1. A resolution on the following matters shall be adopted if approved by Shareholders representing sixty-five percent (65%) or more of the total voting rights of all Shareholders attending and voting at the meeting, except for the cases prescribed in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises: 2. Resolutions shall be adopted if approved by Shareholders representing fifty-one percent (51%) or more of the total voting rights of all Shareholders attending and voting at the meeting, except for the cases prescribed in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises. 3. The election of members of the Board of Directors and members of the Supervisory Board shall be conducted using the cumulative voting method in accordance with Clause 3, Article 148 of the Law on Enterprises. 4. Resolutions of the General Meeting of Shareholders must be notified to Shareholders entitled to attend the General Meeting of Shareholders within fifteen (15) days from the date of adoption; where the Company has a website, such notification may be replaced by publication of the resolution on the Company's website.	
17	Article 22. Authority and Procedures for Obtaining Shareholders' Written Opinions to Adopt Resolutions of the General Meeting of Shareholders 6. The minutes of the vote-counting results must be sent to the Shareholders within fifteen (15) days from the completion of the vote counting <i>by being published on the Company's website</i>. 5. The Board of Directors shall organize the vote counting and prepare the vote-counting minutes under the supervision of the	6. The minutes of the vote-counting results must be sent to the Shareholders within fifteen (15) days from the completion of the vote counting. Where the Company publishes the vote-counting results on its website, such publication must be made within twenty-four (24) hours from the completion of the vote counting;	

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	Supervisory Board or a Shareholder who does not hold a managerial position in the Company.	5. The Board of Directors shall organize the vote counting and prepare the vote-counting minutes under the supervision of the Supervisory Board or a Shareholder who does not hold a managerial position in the Company.	
18	Article 26. Nomination and Candidacy for Membership of the Board of Directors <i>2. A Shareholder or a group of Shareholders as prescribed in Clause 3, Article 11 of the Company Charter shall have the right to nominate candidates for membership of the Board of Directors in accordance with the Law on Enterprises and the Company Charter.</i>	2. A Shareholder or a group of Shareholders holding the following percentages of voting shares shall have the right to nominate candidates for membership of the Board of Directors as follows: 2.a From ten percent (10%) to less than twenty percent (20%) of the voting shares: entitled to nominate a maximum of 01 (one) candidate; 2.b From twenty percent (20%) to less than thirty percent (30%) of the voting shares: entitled to nominate a maximum of 02 (two) candidates; 2.c From thirty percent (30%) to less than forty percent (40%) of the voting shares: entitled to nominate a maximum of 03 (three) candidates; 2.d From forty percent (40%) to less than fifty percent (50%) of the voting shares: entitled to nominate a maximum of 04 (four) candidates; 2.e From fifty percent (50%) to less than sixty percent (60%) of the voting shares: entitled to nominate a maximum of 05 (five) candidates; 2.f From sixty percent (60%) to less than seventy percent (70%) of the voting shares: entitled to nominate a maximum of 06 (six) candidates; 2.g From seventy percent (70%) or more of the voting shares: entitled to nominate a maximum of 07 (seven) candidates.	
19	Article 27. Composition and Term of Office of Members of the Board of Directors 3. The composition of the Board of Directors shall be as follows: The composition of the Board of <i>Directors of a public company</i> must ensure that at least <i>one-third (1/3) of the total number of members of the Board of Directors are non-executive members.</i>	3. The composition of the Board of Directors shall be as follows: The composition of the Board of Directors must include at least one (01) non-executive member in cases where the Company has from three (03) to five (05) members of the Board of Directors. For a listed company, the number of Independent Members of the Board of Directors must satisfy the following requirements: 3.a At least one (01) Independent Member in cases where the Company has from three (03) to five (05) members of the Board of Directors; 3.b At least two (02) Independent Members in cases where the Company has from six (06) to eight (08) members of the Board of Directors; 3.c At least three (03) Independent Members in cases where the Company has from nine (09) to eleven (11) members of the Board of Directors.	

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	The Company shall, to the maximum extent possible, limit members of the Board of Directors from concurrently holding executive positions within the Company in order to ensure the independence of the Board of Directors.	The Company shall, to the maximum extent possible, limit members of the Board of Directors from concurrently holding executive positions within the Company in order to ensure the independence of the Board of Directors.	
20	Article 28. Qualifications and Conditions for Membership of the Board of Directors 1. A member of the Board of Directors must satisfy the following qualifications and conditions: 1.c A member of the Board of Directors may concurrently serve as a member of the board of directors of no more than five (05) other companies. 2. An Independent Member of the Board of Directors must satisfy the following qualifications and conditions:	Qualifications and Conditions for Membership of the Board of Directors; and Rights and Responsibilities of Members of the Board of Directors 1. A member of the Board of Directors must satisfy the following qualifications and conditions: 1.c A member of the Board of Directors may concurrently serve as a member of the Board of Directors or Members' Council of no more than five (05) other companies. 2. A member of the Board of Directors is not required to be a Shareholder of the Company. 3. An Independent Member of the Board of Directors (in the case of a listed company) must satisfy the following qualifications and conditions: 4. Rights and obligations of members of the Board of Directors 4.a A member of the Board of Directors shall have all rights prescribed by the Law on Securities, relevant laws and the Company Charter, including the right to be provided with information and documents relating to the financial condition and business operations of the Company and the units within the Company. 4.b A member of the Board of Directors shall have the obligations prescribed in the Company Charter and the following obligations: 4.b.1 Perform his/her duties honestly and prudently in the best interests of the Shareholders and the Company; 4.b.2 Attend all meetings of the Board of Directors and express opinions on matters submitted for discussion; 4.b.3 Promptly and fully report to the Board of Directors any remuneration received from Subsidiaries, Affiliated Companies and other organizations; 4.b.4 Make information disclosures when conducting transactions in the Company's shares in accordance with the law; 4.b.5 Remain loyal to the interests of the Company and its Shareholders; not abuse his/her position, title, or use information, know-how, business opportunities or other assets of the Company for personal gain or for the benefit of other organizations or individuals. 5. Each Independent Member of the Board of Directors (in the case of a listed company) must prepare a report evaluating the activities of the Board of Directors.	

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21	Article 29. Powers and Duties of the Board of Directors 2. The Board of Directors shall have the following powers and duties: 2.a Decide on the Company's strategy, medium-term development plans and annual business plans. 2.f Decide on the repurchase of shares in accordance with Clause 1, Article 133 of the Law on Enterprises. 2.h Approve contracts for purchase, sale, borrowing, lending and other contracts having a value equal to or exceeding thirty-five percent (35%) of the total assets of the enterprise as recorded in the Company's most recent financial statements. This provision shall not apply to contracts and transactions prescribed in Point n, Clause 2, Article 14 and Article 44 of this Charter. 2.i Elect, dismiss and remove the Chairperson of the Board of Directors; appoint, dismiss, enter into contracts with, and terminate contracts with members of the Executive Board and the Chief Accountant and other key managers; determine the remuneration, salaries and other benefits of such managers; appoint authorized representatives to participate in the Members' Council or General Meeting of Shareholders of other companies, and determine the remuneration and other benefits of such representatives;	2. The Board of Directors shall have the following powers and duties: 2.a Decide on the Company's strategy, medium-term development plans and annual business plans. Specifically, the Board of Directors shall organize the preparation of the Company's annual business plan before 31 December of the preceding year or by 31 January of the relevant year. 2.b Provide direction and make decisions on strategies and policy frameworks relating to sustainable development, digital transformation, and risk management regulations appropriate to the Company's development context. 2.f Decide on the repurchase of shares in accordance with Clauses 1 and 2, Article 133 of the Law on Enterprises. 2.i Approve contracts for purchase, sale, borrowing, lending and other contracts (having a value equal to or exceeding thirty-five percent (35%) of the total assets of the enterprise as recorded in the Company's most recent financial statements. This provision shall not apply to contracts and transactions falling within the approval authority of the General Meeting of Shareholders as prescribed in Article 14 and Article 44 of this Charter and applicable laws. 2.j Elect, dismiss and remove the Chairperson of the Board of Directors; appoint, dismiss, enter into contracts with, and terminate contracts with members of the Executive Board, the Person in Charge of Corporate Governance, the Chief Accountant, members of committees under the Board of Directors, and other key managers; determine the remuneration, salaries and other benefits of such managers; appoint authorized representatives to participate in the Members' Council or General Meeting of Shareholders of other companies, and determine the remuneration and other benefits of such representatives; 2.l Decide on the organizational structure and internal management regulations of the Company; decide on the establishment of Subsidiaries and Dependent Units, and on capital contributions to or acquisition of shares in other enterprises. 2.q Decide on the issuance of the Regulations on the Operation of the Board of Directors, the Internal Corporate Governance Regulations after approval by the General Meeting of Shareholders, and the Company's Information Disclosure Regulations;	

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	2.k Decide on the organizational structure and internal management regulations of the Company; decide on the establishment of Subsidiaries, branches and representative offices, and on capital contributions to or acquisition of shares in other enterprises; 2.p Other powers and duties as prescribed by the Law on Enterprises. 5. The Board of Directors must report to the General Meeting of Shareholders on its activities, particularly <i>on its supervision of the Chief Executive Officer and other managers during the financial year.</i>	2.r Core Business Activities: as determined by the Board of Directors based on applicable criteria, including but not limited to expansion or contraction of core business activities; changes to business models or operating methods; 2.s Salaries, Remuneration and Expenses of the Committees and Supporting Bodies under the Board of Directors 2.t Other powers and duties as prescribed by the Law on Enterprises, the Law on Securities, other applicable laws and the Company Charter. 5. No member of the Board of Directors shall be jointly liable for any act or liability of any Company Manager solely by reason of the fact that such Company Manager was appointed or designated by the Board of Directors, and/or nominated or designated by such member of the Board of Directors, and/or is a Related Person of such member of the Board of Directors. 6. The Board of Directors must report to the General Meeting of Shareholders on its activities, specifically: 6.a Reports of the Board of Directors on corporate governance and the performance of the Board of Directors and each member of the Board of Directors; 6.b Remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors in accordance with Clause 3, Article 163 of the Law on Enterprises and Clause 3, Article 30 of this Charter; 6.c Summary of meetings of the Board of Directors and resolutions/decisions of the Board of Directors; 6.d Report on transactions between the Company, its Subsidiaries and members of the Board of Directors and their Related Persons; and transactions between the Company and companies in which a member of the Board of Directors has been a founding member or an Company Manager during the three (03) years preceding the transaction date; 6.e Activities of Independent Members of the Board of Directors and the evaluation results of each Independent Member regarding the activities of the Board of Directors (for listed companies). 6.f Activities of other committees under the Board of Directors (if any); 6.g Results of supervision over the Chief Executive Officer; 6.h Results of supervision over other Executives; 6.i Future plans. 7. In addition, the Board of Directors shall have the following responsibilities:	

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		7.a Be accountable to the Shareholders for the Company's operations. 7.b Treat all Shareholders equally and respect the interests of persons having interests related to the Company. 7.c Ensure that the Company's operations comply with applicable laws, the Charter and internal regulations of the Company. 7.d Develop the Regulations on the Operation of the Board of Directors for submission to the General Meeting of Shareholders for approval and publish it on the Company's website. 7.e Supervise and prevent conflicts of interest involving members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other managers, including misuse of Company assets and abuse of related-party transactions. 7.f Develop the Internal Corporate Governance Regulations and submit them to the General Meeting of Shareholders for approval in accordance with Article 270 of Decree No. 155/2020/ND-CP issued by the Government on 31 December 2020. 7.g Organize training and corporate governance programs and provide necessary skills training for members of the Board of Directors, the Chief Executive Officer, the Person in Charge of Corporate Governance, and other managers of the Company. 7.h Make dividend payments to Shareholders in accordance with applicable laws after approval by the Annual General Meeting of Shareholders.	
22	Article 30. Remuneration, bonuses and other benefits of members of the Board of Directors 1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and efficiency. 3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the annual financial statements of the Company, and must be reported to the General Meeting of Shareholders at its annual meeting.	Remuneration, bonuses and other benefits of members of the Board of Directors, the Chief Executive Officer, and other Managers 1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors, and salaries and bonuses to the Chief Executive Officer and other Managers based on business results and efficiency. 3. The Chief Executive Officer shall be paid a salary and bonus. The salary and bonus of the Chief Executive Officer shall be decided by the Board of Directors. 4. The remuneration of each member of the Board of Directors and committees of the Board of Directorscommittee of the Board of Directors, alongside the salaries of the Chief Executive Officer and other Managers, shall be included in the Company's business expenses in accordance with corporate income tax laws, presented as a separate item in the annual financial statements of the Company, and must be reported to the General Meeting of Shareholders at the annual meeting. 5. Members of the Board of Directors holding executive positions, serving on committees of the Board of Directorscommittee of the Board of Directors (if any), or performing other tasks outside the scope of the ordinary duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum	

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		fee per instance, salary, commission, percentage of profits, or in another form pursuant to a resolution of the Board of Directors.	
23	Article 31. Chairperson of the Board of Directors 3. The Chairperson of the Board of Directors has the following rights and obligations: 3.d Supervise the implementation process of resolutions and decisions of the Board of Directors; 6. When deemed necessary, the Chairperson of the Board of Directors shall recruit a Company Secretary to assist the Board of Directors and the Chairperson in performing obligations within their authority in accordance with the law and the Company Charter. The Company Secretary has the following rights and obligations:	3. The Chairperson of the Board of Directors has the following rights and obligations: 3.b Ensure that the Board of Directors submits the annual financial statements, the Company's performance report, the audit report, and the Board of Directors' inspection report to the Shareholders at the General Meeting of Shareholders; 3.e Decide on collecting written opinions from members of the Board of Directors to pass matters within the Board of Directors' competence under this Charter in cases where convening an extraordinary meeting of the Board of Directors is deemed unnecessary. Approve the form and content of the Voting Ballot; 3.f Supervise and expedite the implementation process of resolutions and decisions of the Board of Directors and committees of the Board of Directorscommittee of the Board of Directors (if any); 3.h Sign the labor contract with the Chief Executive Officer on behalf of the Board of Directors; 3.i Sign decisions and other documents of the Board of Directors on behalf of the Board of Directors after obtaining the consensus of <u>more than 50%</u> of the total members of the Board of Directors (expressed directly through passing a Resolution at a meeting or via written opinions) for matters within the Board of Directors' competence; 3.j Assign members of the Board of Directors to perform duties within the corporate governance function; monitor and urge members of the Board of Directors during the performance of their corporate governance duties; evaluate the performance efficiency of each member, committees of the Board of Directorscommittee of the Board of Directors (if any), and the Board of Directors itself at least once a year, and confirm the satisfactory evaluation results of the Board of Directors to the General Meeting of Shareholders before reappointment or dismissal; 6. When deemed necessary, the Chairperson of the Board of Directors shall recruit and appoint a Company Secretary to assist the Board of Directors and the Chairperson in performing obligations within their authority in accordance with the law and the Company Charter. The Company Secretary has the following rights and obligations:	

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		6.f The Company Secretary is responsible for maintaining information confidentiality in accordance with the law and the Company Charter. 7. In cases deemed necessary and not in violation of prohibitive legal provisions, the Chairperson of the Board of Directors may authorize on a case-by-case or standing basis, or decentralize authority to other member(s) of the Board of Directors to sign documents on behalf of the Chairperson and perform certain powers, responsibilities, and duties of the Chairperson. The authorized member(s) of the Board of Directors must be responsible to the Chairperson for the performance of such authorized tasks.	
24	Article 32. Board of Directors Meetings 4. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors when one of the following cases occurs: 4.a At the request of the Supervisory Board; 4.c At the request of at least 02 executive members of the Board of Directors; 7. The Chairperson of the Board of Directors or the convenor shall send the meeting notice and accompanying documents to the Members of the Supervisory Board in the same manner as to members of the Board of Directors. Members of the Supervisory Board have the right to attend meetings of the Board of Directors and participate in discussions but are not entitled to vote; 9.d Send voting ballots to the meeting via mail, fax, or email. A Resolution of the Board of Directors shall be passed if approved by a majority of the attending members; in the event of a tie, the final decision shall rest with the side that has the opinion of the Chairperson of the Board of Directors. 11. Voting:	4. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors when one of the following cases occurs: 4.a At the request of the Supervisory Board or an independent member of the Board of Directors (in the case of a listed company); 4.c At the request of at least 02 members of the Board of Directors; 4.d In the event of a request from the independent audit firm conducting the audit of the Company's financial statements, the Chairperson of the Board of Directors must convene a meeting of the Board of Directors to discuss the audit report and the Company's situation; 4.e Other cases as prescribed by the Company Charter. 7. The Chairperson of the Board of Directors or the convenor shall send the meeting notice and accompanying documents to the Members of the Supervisory Board and the Chief Executive Officer (who is not a member of the Board of Directors) in the same manner as to members of the Board of Directors. Members of the Supervisory Board have the right to attend meetings of the Board of Directors and participate in discussions but are not entitled to vote; 9.d Send voting ballots to the meeting via mail, fax, or email. A Resolution of the Board of Directors shall be passed when approved by over 50% of the total attending members; in the event of a tie, the final decision shall rest with the side that has the opinion of the Chairperson of the Board of Directors.	

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	11.a Each member of the Board of Directors or directly authorized proxy present in person at a meeting of the Board of Directors shall have one vote; 12. Members of the Supervisory Board have the right to attend meetings of the Board of Directors and participate in discussions but are not entitled to vote. 14. <i>Majority</i> Voting: The Board of Directors passes resolutions and makes decisions by following the affirmative vote of the <i>majority</i> of attending members of the Board of Directors (<i>over 50%</i>). In the event of a tie between affirmative and negative votes, the Chairperson's vote shall be the deciding vote.	11. Voting: 11.a Each member of the Board of Directors or directly authorized proxy present in person at a meeting of the Board of Directors shall have one vote; A member of the Board of Directors shall not vote on contracts, transactions, or proposals in which such member or their related parties have an interest that conflicts or may conflict with the interests of the Company. 12. Members of the Supervisory Board and the Chief Executive Officer (who is not a member of the Board of Directors) have the right to attend meetings of the Board of Directors and participate in discussions but are not entitled to vote. 14. Voting: The Board of Directors passes resolutions and makes decisions by following the affirmative vote of the majority of attending members of the Board of Directors (over 50%). In the event of a tie between affirmative and negative votes, the vote of the Chairperson of the Board of Directors shall be the deciding vote. 16. Collecting written opinions from members of the Board of Directors: When necessary, the Chairperson of the Board of Directors may collect written opinions from members of the Board of Directors to pass matters within their competence under the following procedures: 16.a Send the Opinion Collection Form along with relevant documents and the draft Resolution to the members of the Board of Directors; 16.b members of the Board of Directors shall vote as requested by the Chairperson and return the responded form within the time limit specified therein; 16.c The Chairperson shall appoint a Vote Counting Committee to verify the voting results of the members of the Board of Directors and prepare a Vote Counting Minutes; 16.d Based on the vote counting results, the Chairperson shall sign and issue the Resolution of the Board of Directors on behalf of the Board of Directors regarding the matters approved by the members of the Board of Directors. A Resolution of the Board of Directors obtained via written opinions shall have the same effect and validity as a resolution passed by members of the Board of Directors at a meeting duly convened and conducted.	
25	Article 33. Board of Directors Meeting Minutes 1. Board of Directors meetings must be minuted and may be audio-recorded, recorded, and stored in other electronic forms.	1. Board of Directors meetings must be minuted and may be audio-recorded, recorded, and stored in other electronic forms. The Chairperson of the Board of Directors is responsible	

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	2. In the event that the chairperson or the minute-taker refuses to sign the meeting minutes, but if all other attending members of the Board of Directors sign and the minutes contain all full contents as prescribed in Clause 1 of this Article, these minutes shall be valid.	for sending the minutes of the meeting of the Board of Directors to the members, and such minutes shall serve as authentic evidence of the work conducted during the meeting, unless an objection to the contents of the minutes is raised within ten (10) days from the date of sending. 4. In the event that the chairperson or the minute-taker refuses to sign the meeting minutes, but if all other members of the Board of Directors who attended and agreed to pass the minutes sign them, and the minutes contain all full contents as prescribed in Clause 1 of this Article, these minutes shall be valid. The meeting minutes must clearly state the refusal to sign by the chairperson or the minute-taker. The persons signing the meeting minutes shall be jointly liable for the accuracy and truthfulness of the contents of the minutes of the meeting of the Board of Directors. The chairperson and the minute-taker shall be personally liable for damages caused to the enterprise due to their refusal to sign the meeting minutes in accordance with this Law, this Charter, and relevant legislation. 7. Contents approved by over 50% of the total attending members in the minutes of the meeting of the Board of Directors must be formulated into a passed Resolution.	
26	Article 34. Right to be provided with information of Board of Directors members 1. Board of Directors members have the right to request the Chief Executive Officer, Deputy General Managers, or Managers of units within the Company to provide information and documents regarding the financial status and business activities of the Company and its units. 2. The requested Managers must provide timely, full, and accurate information and documents as requested by the member of the Board of Directors.	1. Board of Directors members have the right to request the Chief Executive Officer, Deputy General Managers, or Managers of units within the Company to provide and explain information and documents regarding the financial status and business activities of the Company and its units.	
27	Article 36. Board of Directors Committees 1. The Board of Directors may establish subordinate committees to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of committee members shall be decided by the Board of Directors with a minimum of 03 persons, including members of the Board of Directors and external members. The operations of the committee must comply with the regulations of the Board of Directors. A committee resolution shall only take effect when approved by a majority of members attending and voting at the committee meeting.	1. The Board of Directors may establish subordinate committees to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of committee members shall be decided by the Board of Directors with a minimum of 03 persons, including members of the Board of Directors and external members. Independent members of the Board of Directors (in the case of a listed company)/non-executive members of the Board of Directors should constitute a majority in the committee, and one of these members shall be appointed as the Head of the Committee pursuant to a decision of the Board of Directors. The operations of the committee must comply with the regulations and directions of the Board of Directors. A committee resolution shall only take effect when approved by a majority of members attending and voting at the committee meeting.	

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28	Article 37. Person in charge of Corporate Governance 1. The Board of Directors of the Company must appoint at least 01 person in charge of corporate governance to assist with corporate governance work at the enterprise. The person in charge of corporate governance may concurrently serve as the Company Secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises.	1. The Board of Directors of the Company must appoint at least 01 person in charge of corporate governance to assist with corporate governance work at the enterprise. The person in charge of corporate governance may concurrently serve as the Company Secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises. The operations of the person in charge of corporate governance must comply with the regulations and directions of the Board of Directors. 2. The person in charge of corporate governance has the following rights and obligations: 2.j Be responsible to the Board of Directors for their work results;	
29	Article 40. Appointment, dismissal, duties, and powers of the Chief Executive Officer 1. The Board of Directors shall appoint a member of the Board of Directors or <i>another person</i> as the Chief Executive Officer and shall sign a Contract specifying the salary, remuneration, benefits, and other terms related to employment. 3. The Chief Executive Officer is the person who manages the day-to-day business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations. 5. The Chief Executive Officer has the following rights and obligations: 5.a Decide on matters related to the day-to-day business operations of the company in accordance with the decentralization of authority by the Board of Directors;	1. The Board of Directors shall appoint a member of the Board of Directors or hire another person as the Chief Executive Officer and shall sign a Contract specifying the salary, remuneration, benefits, and other terms related to employment. 3. The Chief Executive Officer is the Executive who manages the day-to-day business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations. The Chief Executive Officer must always act in good faith and observe the best interests of the Company when making decisions on matters related to the day-to-day business operations of the Company. 4. The Chief Executive Officer must meet the following criteria and conditions: 4.d The Chief Executive Officer must not be a Related Person of any Company Manager or member of the Supervisory Board of the Company and the Parent Company, any representative of state capital, or any representative of enterprise capital at the Company and the Parent Company. 5. The Chief Executive Officer has the following rights and obligations: 5.a Decide on matters related to the day-to-day business operations of the Company, including signing financial and commercial contracts on behalf of the Company, and organizing and managing the day-to-day business operations of the Company in accordance with best management practices. The Board of Directors has the right to issue internal management regulations on the day-to-day business operations of the Chief Executive Officer to allocate authority appropriately. 5.b Manage the business operations of the Company in strict compliance with the contents approved by the General Meeting of Shareholders and/or the Board of Directors regarding the Development Orientation, Strategic Decisions, medium-term development plans, and annual business plans of the Company.	

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	5.b Organize the implementation of resolutions of the Board of Directors; 5.d Propose plans for the organizational structure and internal management regulations of the Company; 5.e Appoint, dismiss, and remove managerial positions in the Company in accordance with the <i>decentralization of authority</i> by the Board of Directors; 5.i Other rights and obligations in accordance with the law and resolutions of the Board of Directors. 6. The Chief Executive Officer must manage the day-to-day business operations of the Company in strict compliance with the law, the Company Charter, the labor contract signed with the Company, and resolutions of the Board of Directors. In the event that management is conducted contrary to these provisions and causes damage to the Company, the Chief Executive Officer must be liable before the law and compensate the Company for damages. 7. The status of the Chief Executive Officer of the Company shall terminate in the following cases: 7.a Being dismissed, removed, discharged, or contract terminated. The Board of Directors may remove the Chief Executive Officer when at least two-thirds (2/3) of the members	5.c Be entitled to decide on the application of measures beyond their authority in force majeure or emergency cases (such as natural disasters, fires, or accidents) if there are risks related to human life and health or damage reaching 35% of the total asset value of the Company recorded in the nearest financial statements, and be responsible for such decisions, while reporting within 24 hours to the Board of Directors for further resolution; 5.d Organize the implementation of and comply with resolutions and decisions of the Board of Directors and the General Meeting of Shareholders, ensuring the implementation of directions and supervision from the Board of Directors; 5.f Propose plans for the organizational structure and internal management regulations of the Company; and exercise the authority to issue internal management documents in accordance with the decentralization in the internal management regulations issued by the Board of Directors; issue internal management rules to operate the Company's executive management system in line with the regulations and scope of decentralization prescribed by the Board of Directors; 5.g Appoint, dismiss, and remove managerial positions in the Company, except for positions within the competence of the Board of Directors; 5.j Propose the number and type of Company Managers that the Company needs to recruit for the Board of Directors to appoint or dismiss according to internal regulations, and propose remuneration, salaries, and other benefits for Company Managers for the Board of Directors' decision; 5.p Other rights and obligations in accordance with the law and resolutions or decisions of the Board of Directors. 6. The Chief Executive Officer must manage the day-to-day business operations of the Company in strict compliance with the law, the Company Charter, the signed labor contract, the appointment letter with the Company, and resolutions or decisions of the Board of Directors. In the event that management is conducted contrary to these provisions and causes damage to the Company, the Chief Executive Officer must be liable before the law and compensate the Company for damages. 7. The status of the Chief Executive Officer of the Company shall terminate in the following cases: 7.a Being dismissed, removed, or contract terminated. The Board of Directors may remove the Chief Executive Officer when at least two-thirds (2/3) of the members of the Board of	

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	of the Board of Directors vote in favor (in this case, the vote of the Chief Executive Officer themselves is not counted) and appoint a replacement Chief Executive Officer;	Directors vote in favor (in this case, the vote of the Chief Executive Officer themselves is not counted) and appoint a replacement Chief Executive Officer;	
30	Article 41. Responsibilities of Company Managers 1.a Exercise assigned rights and duties in strict compliance with the Law on Enterprises, relevant legislation, the Company Charter, and resolutions of the General Meeting of Shareholders;	Article 41. Responsibilities of Managers 1. Members of the Board of Directors, the Chief Executive Officer, and other Managers have the following responsibilities: 1.a Exercise assigned rights and duties in strict compliance with the Law on Securities, the Law on Enterprises, relevant legislation, the Company Charter, and resolutions of the General Meeting of Shareholders and the Board of Directors; 2. Members of the Board of Directors, the Chief Executive Officer, and other Managers who violate the provisions of Clause 1 of this Article shall be personally or jointly liable to return lost benefits, return received benefits, and compensate for all damages to the Company and third parties in accordance with the law and, if applicable, this Charter.	
31	Article 42. Disclosure of related interests The disclosure of interests and related parties of the company shall be carried out according to the following regulations: 2. Members of the Board of Directors, Members of the Supervisory Board, the Chief Executive Officer, and other Managers of the Company must declare their related interests with the Company, including: 5. members of the Board of Directors and the Chief Executive Officer who perform work in any form within the scope of the Company's business operations on their own behalf or on behalf of others must explain the nature and content of such work before the Board of Directors and the Supervisory Board, and may only execute it when approved by a majority of the remaining members of the Board of Directors; if executed without declaration or approval from the Board of Directors, all income derived from such activity shall belong to the Company.	Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other Managers must disclose related interests in accordance with the Law on Enterprises and relevant legal documents. The disclosure of interests and Related Persons of the Company shall be carried out according to the following regulations: 2. Members of the Board of Directors, Members of the Supervisory Board, the Chief Executive Officer, and other Managers of the Company must declare to the Company their related interests, including: 5. members of the Board of Directors and the Chief Executive Officer who perform work in any form within the scope of the Company's business operations on their own behalf or on behalf of others must explain the nature and content of such work before the Board of Directors and the Supervisory Board, and may only execute it when approved by over 50% of the total remaining members of the Board of Directors; if executed without declaration or approval from the Board of Directors, all income derived from such activity shall belong to the Company.	
32	Article 43. Right to initiate lawsuits against members of the Board of Directors and the Chief Executive Officer		

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	1. Shareholders or groups of Shareholders owning at least (1%) of ordinary shares have the right to initiate <i>civil</i> liability lawsuits on their own behalf or on behalf of the Company against members of the Board of Directors and the Chief Executive Officer in the following cases: 3. Shareholders or groups of Shareholders under this Article have the right to review, look up, and extract necessary information pursuant to a decision of a Court or Arbitration before or during the lawsuit process.	1. Shareholders or groups of Shareholders owning at least one percent (1%) of the total ordinary shares have the right to initiate personal or joint liability lawsuits on their own behalf or on behalf of the Company (if authorized by the Company) against members of the Board of Directors and the Chief Executive Officer in the following cases: 3. Shareholders or groups of Shareholders under this Article have the right to review, look up, and extract necessary information pursuant to a decision of a Court or Arbitration before or during the lawsuit process. Shareholders or groups of Shareholders must maintain the condition specified in Article 43.1 throughout the legal proceedings.	
33	Article 44. Contracts and transactions subject to approval by the General Meeting of Shareholders or the Board of Directors 2. The Board of Directors approves <i>contracts and transactions valued at less than thirty-five percent (35%) of the total asset value of the enterprise recorded in the nearest financial statements of the Company</i>. In this case, the company representative signing the contract must inform the members of the Board of Directors and Members of the Supervisory Board about the related parties to such contract or transaction, accompanied by the draft contract or main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within fifteen (15) days from receipt of the notification; members with related interests shall have no voting rights. <i>3. The General Meeting of Shareholders approves the following contracts and transactions:</i> <i>3.a Contracts and transactions other than those specified in Clause 2 of this Article;</i> <i>3.b Contracts, transactions for borrowing, lending, or selling assets valued at more than 10% of the total asset value of the enterprise recorded in the nearest financial statements between the company and a Shareholder owning from 51% or more of the total voting shares or a related party of that Shareholder.</i> In this case, the company representative signing the contract must notify the Board of Directors and Members of the Supervisory Board about the related parties to such contract or transaction, accompanied by the draft contract or an explanation of the main contents of the transaction. The Board of Directors	2. Contracts and transactions mentioned in Clause 1 of this Article shall be approved by the General Meeting of Shareholders or the Board of Directors in accordance with Article 53 of this Charter. In cases within the competence of the Board of Directors, the Company representative signing the contract must inform the members of the Board of Directors and Members of the Supervisory Board about the related parties to such contract or transaction, accompanied by the draft contract or main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within fifteen (15) days from receipt of the notification; members with related interests shall have no voting rights. In cases within the competence of the General Meeting of Shareholders, the Company representative signing the contract must notify the Board of Directors and Members of the Supervisory Board about the related parties to such contract or transaction, accompanied by the draft contract or an explanation of the main contents of the transaction. The Board of Directors shall submit the draft contract or explanation at the General Meeting of	

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	shall submit the draft contract or explanation at the General Meeting of Shareholders or collect written opinions from Shareholders. In this case, Shareholders with related interests shall have no voting rights; <i>the contract or transaction is approved when endorsed by Shareholders representing from sixty-five percent (65%) of the total votes of all attending Shareholders.</i> 4. Contracts and transactions shall be invalidated by a Court decision and handled in accordance with the law if concluded <i>or executed without approval as prescribed in Clauses 2 and 3</i> of this Article, causing damage to the company; The signatories, Shareholders, members of the Board of Directors, and the related Chief Executive Officer must be jointly liable for compensating arising damages and returning to the Company any benefits derived from the execution of such contract or transaction.	Shareholders or collect written opinions from Shareholders. In this case, Shareholders with related interests shall have no voting rights; the contract or transaction shall be approved in accordance with Clause 1 and Clause 4, Article 148 of the Law on Enterprises. 3. Contracts and transactions shall be invalidated by a Court decision and handled in accordance with the law if concluded improperly under this Article, causing damage to the Company; The relevant signatories, Shareholders, members of the Board of Directors of the Board of Directors and Chief Executive Officer must be jointly liable for compensating arising damages and returning to the Company any benefits derived from the execution of such contract or transaction.	
34	Article 45 (old). Remuneration, salary, and other benefits of Board of Directors members and the Chief Executive Officer		
35	Article 49 (old). Criteria and conditions for serving as a supervisory member		
36	Article 48 (newly updated). Rights and obligations of the Supervisory Board <i>1. The Supervisory Board supervises the Board of Directors and the Chief Executive Officer in the management and administration of the Company;</i> <i>2. Inspect the reasonableness, legality, honesty, and level of prudence in the management and administration of business activities; the systematicness, consistency, and appropriateness of accounting, statistics, and financial reporting work.</i> <i>3. Appraise the completeness, legality, and honesty of the business performance report, annual and semi-annual financial statements of the Company, and the management evaluation report of the Board of Directors, and submit the appraisal report at the annual General Meeting of Shareholders.</i>		

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	<i>4. Examine accounting books, accounting records, and other documents of the Company, as well as the management and administration of the Company's operations when deemed necessary or pursuant to a resolution of the General Meeting of Shareholders or at the request of Shareholders or groups of Shareholders as prescribed in Clause 2, Article 11 of this Charter.</i> <i>5. Upon request of Shareholders or groups of Shareholders as prescribed in Clause 2, Article 11 of this Charter, the Supervisory Board shall conduct an inspection within seven (07) working days from receipt of the request. Within fifteen (15) days from the completion of the inspection, the Supervisory Board must report and explain the requested matters to the Board of Directors and the requesting Shareholders or groups of Shareholders.</i> <i>The inspection by the Supervisory Board under this clause must not hinder the normal operations of the Board of Directors or cause disruption to the administration of the Company's business operations.</i> <i>6. Recommend to the Board of Directors or the General Meeting of Shareholders measures to modify, supplement, and improve the organizational structure, management, and administration of the Company's business operations.</i> <i>7. Upon discovering that a member of the Board of Directors or the Chief Executive Officer violates the responsibilities of a Company manager as prescribed in Article 41 of this Charter, immediately notify the Board of Directors in writing, requesting the violator to cease the violation and provide solutions to remedy the consequences.</i> <i>8. Have the right to attend and participate in discussions at meetings of the General Meeting of Shareholders, the Board of Directors, and other meetings of the Company.</i>		

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	<i>9. The Supervisory Board has the right to utilize independent consultants and the internal audit department of the Company to perform assigned duties.</i> <i>The Supervisory Board may consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.</i> <i>10. Propose the selection of an independent audit firm, the audit fee, and all related matters.</i>	The Supervisory Board has the rights and obligations prescribed in Article 170 of the Law on Enterprises, the Company Charter, and the following rights and obligations: 1. Propose and recommend to the General Meeting of Shareholders to approve the list of approved audit firms to conduct the audit of the Company's Financial Statements; decide on the approved audit firm to inspect the Company's activities, and dismiss approved auditors when deemed necessary. 2. Be responsible to Shareholders for its supervisory activities. 3. Supervise the financial situation of the Company, and compliance with the law in the activities of members of the Board of Directors, the Chief Executive Officer, and other Managers. 4. Ensure coordination of activities with the Board of Directors, the Chief Executive Officer, and Shareholders. 5. In the event of detecting a violation of the law or the Company Charter by a member of the Board of Directors, the Chief Executive Officer, or other corporate Executive, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to cease the violation and provide solutions to remedy the consequences. 6. Formulate the Operational Regulations of the Supervisory Board and submit them to the General Meeting of Shareholders for approval. 7. Report at the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP issued by the Government on 31 December 2020. 8. Have the right to access the files and documents of the Company stored at the head office, branches, and other locations; have the right to visit the working locations of the Company's Managers and employees during working hours.	

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	<i>18. Access documents related to the Company's operations, and exchange information with members of the Board of Directors, the Chief Executive Officer, and other managers. The information and documents permitted for access and collection are described as follows:</i>	9. Have the right to request the Board of Directors, members of the Board of Directors, the Chief Executive Officer, and other Managers to fully, accurately, and timely provide information and documents on the management, administration, and business operations of the Company. 17. The information and documents that the Supervisory Board is permitted to access and collect are described as follows:	
37	Article 49. Supervisory Board Meetings 1. The Supervisory Board must meet at least 02 times a year, with a quorum of at least 2/3 of the members of the Supervisory Board. Minutes of meetings of the Supervisory Board shall be prepared in a detailed and clear manner. The minute-taker and attending members of the Supervisory Board must sign the meeting minutes. All minutes of meetings of the Supervisory Board must be retained to determine the responsibility of each member.	1. The Supervisory Board must meet at least 02 times a year, with a quorum of at least two-thirds (2/3) of the members of the Supervisory Board. Minutes of meetings of the Supervisory Board shall be prepared in a detailed and clear manner. The minute-taker and attending members of the Supervisory Board must sign the meeting minutes. All minutes of meetings of the Supervisory Board must be retained to determine the responsibility of each member.	
38	Article 53. Responsibility for honesty and avoidance of conflicts of interest <i>5. Unless otherwise decided by the General Meeting of Shareholders, the Company shall not grant loans or guarantees to members of the Board of Directors, members of the</i>	4. A member of the Board of Directors shall not vote on transactions that bring benefits to such member or their Related Persons in accordance with the Law on Enterprises and the Company Charter. 6. When conducting transactions with Related Persons, the Company must enter into written contracts based on the principles of equality and voluntariness. The Company applies necessary measures to prevent Shareholders and Related Persons from conducting transactions that cause loss of capital, assets, or other resources of the Company. 7. The Company must not provide loans or guarantees to Shareholders who are individuals and the Related Persons of such Shareholders who are individuals. 8. The Company must not provide loans or guarantees to Shareholders who are organizations and the Related Persons of such Shareholders who are individuals, except where the Shareholder is a Subsidiary in cases where the Subsidiary is a company with no state shares or state capital contribution held and has executed capital contributions or share purchases of the Company before July 1, 2015. 9. The Company must not provide loans or guarantees to Related Persons of Shareholders that are organizations, except where the Company and the organization	

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	<i>Supervisory Board, the Chief Executive Officer, other managers, and individuals or organizations related to the aforementioned members, or legal entities in which those persons have financial interests, except where the public company and organizations related to such member are companies within the same group or companies operating under a group of companies, including parent-subsidary companies, economic collectives, and specialized laws provide otherwise.</i> <i>Contracts or transactions between the Company and one or more members of the Board of Directors, one or more members of the Supervisory Board, the Chief Executive Officer, other executives, or persons related to them who are members or have related financial interests, shall not be invalidated due to such relationships, or because such Board of Directors member and/or executive is present or participates in the relevant meeting or the Board of Directors has permitted the execution of the contract or transaction, or because their votes are also counted when voting for that purpose, if:</i> <i>For contracts valued at less than 20% of the total asset value recorded in the nearest financial statements, the material facts concerning the contract or transaction as well as the relationships and interests of other managers or Board of Directors members, members of the Supervisory Board have been reported to the Board of Directors. Concurrently, the Board of Directors has permitted the execution of such contract or transaction in good faith by a majority vote of the Board of Directors members who do not have related interests; or</i> <i>For contracts valued at more than 20% of the total asset value recorded in the nearest financial statements, the material facts concerning this contract or transaction as well as the relationships and interests of other managers or Board of Directors members, or members of the Supervisory Board have been disclosed to Shareholders who do not have related interests and have the right to vote on that matter, and those Shareholders have voted to approve this contract or transaction;</i> <i>Such contract or transaction is considered fair and reasonable in all respects related to the Shareholders of the Company by an independent consulting organization at the time this</i>	as the Related Person of the Shareholder are companies within the same group or companies operating under a group of companies, including parent-subsidary companies or economic groups, and this transaction must be approved by the General Meeting of Shareholders if the transaction value is from thirty-five percent (35%) or more of the total asset value recorded on the Company's nearest financial statements, or must be approved by the Board of Directors if the transaction value is less than thirty-five percent (35%) of the total asset value recorded on the Company's nearest financial statements; concurrently, the organization as the Related Person is not a Shareholder of the Company as prescribed in Clause 9 of this Article. 10. The Company may only execute the following transactions upon approval by the General Meeting of Shareholders: 10.a Granting loans or guarantees to members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other Managers who are not Shareholders, and individuals or organizations related to these subjects. In the case of granting loans or guarantees to related organizations of members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other Managers where the Company and the organization (except where the organization is a Shareholder of the Company as prescribed in Clause 9 of this Article) are companies within the same group or companies operating under a group of companies, including parent-subsidary companies or economic groups, the General Meeting of Shareholders shall approve transactions valued from thirty-five percent (35%) or more of the total asset value recorded on the nearest financial statements of the Company; 10.b Transactions valued from thirty-five percent (35%) or more, or transactions leading to a total transaction value arising within 12 months from the date of execution of the first transaction valued from thirty-five percent (35%) or more of the total asset value recorded on the nearest financial statements between the Company and one of the following subjects: - Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, other Managers, and Related Persons of these subjects; - Shareholders or authorized representatives of Shareholders owning over ten percent (10%) of the total ordinary share capital of the Company and their Related Persons; - Enterprises related to the subjects prescribed in Clause 2, Article 164 of the Law on Enterprises; 10.c. Contracts, transactions for borrowing, lending, or selling assets valued at greater than ten percent (10%) of the total asset value recorded on the nearest financial statements between the Company and Shareholders owning from fifty-one percent (51%) or more of the total voting shares or Related Persons of that Shareholder.	

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	<i>transaction or contract is permitted for execution, passed, or approved by the Board of Directors or Shareholders.</i>	11. The Company may only execute the following transactions upon approval by the Board of Directors: 11.a Loans or guarantees as specified in Point a, Clause 10 of this Article that do not fall within the authority of the General Meeting of Shareholders; 11.b Contracts and transactions as specified in Point b, Clause 10 of this Article with a value of less than thirty-five percent (35%) of the total assets of the Company as recorded in its most recent financial statements; 11.c Loan, lending, and asset sale contracts and transactions as specified in Point c, Clause 10 of this Article with a value equal to or less than ten percent (10%) of the total assets of the Company as recorded in its most recent financial statements.	
39	Article 56. Liability for damages and compensation 1. Liability for damages: Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other executives who violate their obligation to act honestly, or fail to fulfill their obligations with care, diligence, and professional competence, shall be liable for damages caused by their violations. 2. Compensation: The Company will compensate those who have been or are at risk of becoming a related party in claims, lawsuits, or prosecutions that have been, are being, or may be conducted, whether civil or administrative (excluding lawsuits initiated by or under the right of initiation of the Company) if that person was or is a member of the Board of Directors, member of the Supervisory Board, Chief Executive Officer, or other executive, employee, or authorized representative of the Company (or its subsidiary), or acted at the request of the Company (or its subsidiary) as a member of the Board of Directors, member of the Supervisory Board, Chief Executive Officer, other executive, employee, or authorized representative of another company, partner, joint venture, or legal entity. Compensated expenses include: incurred expenses (including attorney fees), judgment fees, fines, and payments actually incurred or considered reasonable when resolving these cases within the framework permitted by law, provided that the person acted honestly, carefully, diligently, and with professional competence in a manner they believed to be in the best interest or not against the highest interest of the Company, in compliance with the law, and there is no finding or confirmation that the person has violated their responsibilities. The Company has the	Article 54. Liability for damages and compensation <i>1. Liability for damages: Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other executives who violate their obligation to act honestly, or fail to fulfill their obligations with care, diligence, and professional competence, shall be liable for damages caused by their violations.</i> 1. Members of the Board of Directors, members of the Board of Supervisors, the General Director and other executives who breach their duties and obligations of honesty and due care or fail to fulfill their duties shall be liable for any damage caused by such breach. 2. The Company shall indemnify any person who is, was or may become a party to any complaint, lawsuit or prosecution (including civil and administrative proceedings, but excluding proceedings initiated by the Company) if such person is or was a member of the Board of Directors, a member of the Board of Supervisors, the General Director, another executive, an employee or an authorized representative of the Company; performed or is performing duties under the Company's authorization; acted honestly and with due care in the interests of the Company and in compliance with the law; and there is no evidence establishing that such person breached their responsibilities. 3. Indemnifiable expenses shall include adjudication costs, fines and amounts actually payable (including legal fees) in connection with the resolution of such proceedings, to the extent permitted by law. The Company may purchase insurance for such persons against the indemnification liabilities referred to above.	

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	right to purchase insurance for such persons to avoid the aforementioned indemnification liabilities. 3. When performing functions, duties, or executing tasks authorized by the Company, members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, other executives, employees, or authorized representatives of the Company shall be compensated by the Company when becoming a related party in claims, lawsuits, or prosecutions (except for lawsuits where the Company is the plaintiff) in the following cases: 3.a Having acted honestly, carefully, and diligently for the benefit of and without conflict with the interests of the Company; 3.b Complied with the law and there is no evidence confirming failure to perform their responsibilities. Compensated expenses include incurred expenses (including attorney fees), judgment fees, fines, and payments actually incurred or considered reasonable when resolving these cases within the framework permitted by law. The Company has the right to purchase insurance for these individuals to avoid the aforementioned indemnification liabilities.	3. When performing functions, duties, or executing tasks authorized by the Company, members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, other executives, employees, or authorized representatives of the Company shall be compensated by the Company when becoming a related party in claims, lawsuits, or prosecutions (except for lawsuits where the Company is the plaintiff) in the following cases: 3.a Having acted honestly, carefully, and diligently for the benefit of and without conflict with the interests of the Company; 3.b Complied with the law and there is no evidence confirming failure to perform their responsibilities. Compensated expenses include incurred expenses (including attorney fees), judgment fees, fines, and payments actually incurred or considered reasonable when resolving these cases within the framework permitted by law. The Company has the right to purchase insurance for these individuals to avoid the aforementioned indemnification liabilities.	
40	Article 57. Right to inspect books and records 1. Shareholders or groups of Shareholders mentioned in Clause 2, Article 11 of this Charter have the right, directly or through an authorized person, to send a written request for inspection during working hours and at the principal place of business of the Company regarding the list of Shareholders, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders, or to copy or extract such records. Any request for inspection made by another authorized representative of a Shareholder must be accompanied by a power of attorney from the Shareholder whom such person represents, or a notarized copy of such power of attorney. 3. Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other executives shall have the right to inspect the Company's Shareholders Register, the list of Shareholders, and other books	Article 55. Right to inspect books and records 1. Ordinary Shareholders shall have the right to inspect books and records, specifically as follows: 1.a Ordinary Shareholders shall have the right to review, look up, and extract information regarding names and contact addresses in the list of Shareholders with voting rights; request correction of their own incorrect information; review, look up, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders; 1.b Shareholders or groups of Shareholders mentioned in Clause 2, Article 11 of this Charter shall have the right to review, look up, and extract the minutes book and resolutions/decisions of the Board of Directors, interim and annual financial statements, reports of the Supervisory Board, contracts, and transactions subject to approval by the Board of Directors, and other documents, except for documents relating to trade secrets and business secrets of the Company. 1.c Any request for inspection made by another authorized representative of a Shareholder must be accompanied by a power of attorney from the Shareholder whom such person represents, or a notarized copy of such power of attorney.	

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	and records of the Company for purposes related to their respective positions, provided that such information must be kept confidential;		
41	Article 56. Employees and Trade Union 1. The Chief Executive Officer shall report to the Board of Directors on matters relating to recruitment, dismissal of employees, salaries, social insurance and welfare applicable to employees, when requested. 2. The Chief Executive Officer must <i>cooperate with</i> the trade union organization in accordance with the best management standards, practices, and policies, the practices and policies prescribed in this Charter, the regulations of the Company, and the current provisions of law.	1. The Chief Executive Officer must prepare plans and report to the Board of Directors on matters relating to the recruitment, dismissal, salaries, social insurance, welfare, rewards, and discipline applicable to employees and Company Executives when requested. 2. The Chief Executive Officer must prepare plans for the Board of Directors to approve matters relating to the Company's relationship with the trade union organization in accordance with the best management standards, practices, and policies, the practices and policies prescribed in this Charter, the regulations of the Company, and the current provisions of law.	
42	3. The Board of Directors may recommend the General Meeting of Shareholders to approve the payment of all or part of the dividends in shares, and the Board of Directors shall be the body implementing this decision	Article 57. Profit Distribution <i>(Article 59 (old) on Profit Distribution and Article 60 (old) on Dividends are merged into the new Article 57 on Profit Distribution)</i> 5. The Board of Directors may recommend the General Meeting of Shareholders to approve the payment of all or part of the dividends in shares, and the Board of Directors shall be the body implementing this decision. In case of approval by the General Meeting of Shareholders, the Board of Directors may decide and give notice that holders of ordinary shares shall receive dividends in ordinary shares instead of cash dividends. The additional shares for such dividend payment shall be recorded as fully paid shares on the basis that the value of the dividend-paying shares must be equivalent to the cash dividend amount. 8. Other matters relating to profit distribution shall be implemented in accordance with the relevant provisions of law.	
43	Article 62. Fiscal Year The fiscal year of the Company shall begin on the <i>first day of January</i> each year and end on <i>the</i> 31st day <i>of</i> December of the same year. The first fiscal year shall begin on the date the business registration authority issues the Enterprise Registration	Article 59. Fiscal Year The fiscal year of the Company shall begin on January 01 each year and end on December 31 of the same year. The first fiscal year shall begin on the date the business registration authority issues the Enterprise Registration Certificate and end on December 31 of the year of issuance of such Enterprise Registration Certificate.	

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	Certificate and end on the 31st day of December <i>immediately following the date</i> of issuance of such Enterprise Registration Certificate.		
44	Article 66. Information Disclosure and Public Announcement 1. The Company must perform periodic and extraordinary information disclosure in accordance with the provisions of the Law on Securities and relevant legal documents.	Article 63. Information Disclosure and Public Announcement 1. The Company must perform full, accurate, and timely information disclosure on a periodic and extraordinary basis in accordance with the provisions of the Law on Securities, regulations of the Stock Exchange , and relevant legal documents. 2. The method of information disclosure shall be implemented in accordance with the provisions of securities law to ensure that Shareholders and the investing public have fair access. The language in the information disclosure must be clear, easy to understand, and avoid causing misunderstanding to Shareholders and the investing public	
45	Article 68. Seal of the Enterprise 1. <i>The Company shall have only one enterprise seal.</i> 2. The Company's seal shall be presented in a circular shape, the ink used shall be red, and the content shall comply with the provisions of law. 3. The seal shall be kept at the head office of the Company and must be strictly managed. 4. <i>The responsibility for the management, use, and custody of the seal shall be assigned to the legal representative of the company.</i>	Article 65. Seal of the Enterprise 1. The seal of the Company includes a seal made at a seal engraving establishment (quantity of 01 seal) or a seal in the form of a digital signature in accordance with the provisions of law on electronic transactions. The seal of the Company, branches, and representative offices of the Company (if any) shall be presented in a circular shape, the ink used shall be red, and the content shall comply with the provisions of law. 2. The seal shall be kept at the head office of the Company, the headquarters of branches, and representative offices of the Company (if any) and must be strictly managed. 3. The Board of Directors and the Chief Executive Officer shall use and manage the seal in accordance with the current provisions of law.	
46	Article 69. Confidentiality Without the prior written consent of the Board of Directors, no member of the Board of Directors, the Supervisory Board, manager, Shareholder, or related person is permitted to disclose any information relating to the Company or the business activities of the Company <i>which is not disseminated or not easily inferred from widely disseminated information, except where the information recipient falls into one of the following cases:</i> 1. <i>The representative/manager of the contributed capital portion at the Subsidiary.</i> 2. <i>Shareholders as prescribed in this Charter or determined by a decision of the General Meeting of Shareholders.</i>	Article 66. Confidentiality Without the prior written consent of the Board of Directors, no member of the Board of Directors, the Supervisory Board, Manager, Executive, Shareholder, or related person is permitted to disclose any information relating to the Company or the business activities of the Company, except for cases of providing information to Shareholders, managers, Executives, the Supervisory Board, auditors, and other individuals and organizations in compliance with the provisions of law and upon request of competent state authorities.	

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	<i>3. Managers and employees of the Company, or auditors and consultants, for the reason that these persons need to know the information to perform their work directly or indirectly relating to the business activities of the Company. However, in these cases, the information recipient must keep the received information confidential and not disclose it to any other person.</i> <i>4. Shareholders or representatives of Shareholders being legal entities and/or consultants and/or service providers of the Shareholders, provided that these persons must commit in writing to keep the received information confidential and not disclose it to any other person.</i> <i>5. To a certain number of potential investors seeking opportunities to purchase, directly or indirectly, any shares in the Company, provided that these persons must commit in writing to keep the received information confidential and not disclose it to any other person.</i> <i>6. Contents required to provide information in accordance with the provisions of law, regulations on securities transactions, or pursuant to an order or request of a court or a competent state authority.</i> <i>7. The tax authority upon reasonable request and for the purpose of serving the tax declaration and payment of the relevant Shareholder.</i>		
47	Article 72. Liquidation 1. At least six (06) months after a decision to dissolve the Company is issued, the Board of Directors must establish a Liquidation Committee consisting of three (03) members. Two (02) members shall be appointed by the General Meeting of Shareholders and one (01) member shall be appointed by the Board of Directors from an independent auditing company. The Liquidation Committee shall prepare its own operational regulations. The members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All expenses relating to the liquidation shall be prioritized by the Company for payment before other debts of the Company. 3. Proceeds from the liquidation shall be paid in the following order: 3.b Salaries and <i>insurance expenses for employees</i>;	Article 69. Liquidation 1. At least six (06) months prior to the expiration of the Company's operation period or after a decision to dissolve the Company is issued, the Board of Directors must establish a Liquidation Committee consisting of three (03) members. Two (02) members shall be appointed by the General Meeting of Shareholders and one (01) member shall be appointed by the Board of Directors from an independent auditing company. The Liquidation Committee shall prepare its own operational regulations. The members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All expenses relating to the liquidation shall be prioritized by the Company for payment before other debts of the Company. 3. Proceeds from the liquidation shall be paid in the following order: 3.b Salaries, severance allowances, insurance, and other benefits of employees in accordance with the collective labor agreement and signed labor contracts;	

No.	Current Charter	Proposed Amendments and Supplements	Remarks
48	Article 74. Charter of the Company	Article 71. Charter of the Company 3. In case of any conflict, the mandatory provisions of Vietnamese law and/or the regulations of the Stock Exchange shall prevail. The relevant provisions of this Charter shall remain effective to the extent permitted by law and shall be invalid only to the extent of such conflict, without affecting the validity of the remaining provisions of this Charter.	

No.: -2026/SASCO-HĐQT

HCM City, , 2026.

DRAFT

PROPOSAL

Re “Amendments and Supplements to the Internal Regulations on Corporate Governance”

To: GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Government Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to Government Decree No. 245/2025/ND-CP dated September 11, 2025 amending and supplementing a number of articles of Government Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance providing guidance on a number of provisions on corporate governance applicable to public companies under Government Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to Proposal No. -2026/SASCO-HĐQT dated September , 2026 of the Board of Directors regarding amendments and supplements to the Charter on Organization and Operation of Southern Airports Services Joint Stock Company (SASCO);

In order to ensure legal consistency among relevant internal governance documents when the Company amends and supplements the Charter on Organization and Operation, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Internal Regulations on Corporate Governance in accordance with the list of proposed amendments and supplements attached to this Proposal.

Respectfully submitted for the General Meeting's consideration and approval.

Respectfully yours.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

NGUYEN HANH

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
1	Article 1: Scope and applicable entities	Article 1: Scope and applicable entities 3. <u>Interpretation of terms: Terms not defined in these Regulations shall have the meanings prescribed in the Company's Charter and relevant laws.</u> 3.1 <i>Core business</i> means any business line, trade, business sector or product/service line of the Company (including its subsidiaries) that satisfies any of the following conditions: a. Contributes ten percent (10%) or more of the Company's total consolidated net revenue in either of the two (02) most recent financial years, based on the Company's audited consolidated financial statements; or b. Contributes ten percent (10%) or more of the Company's total consolidated gross profit (or profit before tax) in either of the two (02) most recent financial years, based on the Company's audited consolidated financial statements. c. Other business activities determined by the Board of Directors to be core and important to the Company's development strategy from time to time. 3.2 <i>Daily business activities</i> or <i>ordinary-course business activities</i> mean the following activities of the Company, unless otherwise decided by the Board of Directors: a. operating the Company as a multi-sector and multi-business enterprise while ensuring a primary focus on its core business activities; b. deciding on and approving working-capital mobilization plans with a value not exceeding VND 60 (sixty) billion; c. deciding on investment, procurement, upgrade and major repair of assets with a value not exceeding VND 05 (five) billion per asset unit, asset system or batch of assets, in accordance with the annual plan approved by the Board of Directors; d. deciding on the liquidation or disposal of assets with an original cost not exceeding VND 08 (eight) billion per asset unit, asset system or batch of assets. Liquidation or disposal includes the destruction or sale for liquidation of technically obsolete assets; irreparably damaged assets; and assets that have expired or retain use value but are damaged, degraded or inefficiently used; e. deciding on the establishment, dissolution or merger of teams,	New Clause 3 added in accordance with Article 4.2 of the SASCO Charter.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
		units, functional departments under operating units and equivalent bodies; and issuing organizational and operational regulations of such units in accordance with the organizational chart, functions and duties approved by the Board of Directors; f. deciding on the appointment/dismissal of managerial positions of the Company in accordance with the staffing plan approved by the Board of Directors, except for positions whose appointment/dismissal falls within the authority of the Board of Directors; g. recruiting employees and entering into employment contracts and related documents with Company employees. For employees holding managerial positions appointed by the Board of Directors, the Chief Executive Officer shall sign their employment contracts pursuant to the Board of Directors' decision; h. deciding on salaries and other benefits of Company employees, except for the Board of Management and the Chief Accountant. Salaries, remuneration and other benefits of the Board of Management and the Chief Accountant shall be decided by the Board of Directors; i. evaluating, rewarding and disciplining Company employees. For employees holding managerial positions appointed by the Board of Directors, the Chief Executive Officer shall issue reward or disciplinary decisions pursuant to the Board of Directors' decision and labor laws; j. issuing human-resources management regulations and procedures in accordance with the Company's Charter, the Company's Internal Regulations on Corporate Governance and decisions of the Board of Directors; and k. other activities assigned to the Chief Executive Officer for implementing resolutions and decisions of the General Meeting of Shareholders and the Board of Directors (including, without limitation, the business plan and the Company's development orientations), in accordance with law and requirements of competent state authorities. 4. Principles of application: These Regulations shall be applied consistently with law and the Company's Charter. In the event of any discrepancy, the document of higher legal effect shall prevail; the Board of Directors shall	

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
		promptly submit amendments to these Regulations to the General Meeting of Shareholders for matters falling within its authority.	
2	Article 2. General Meeting of Shareholders 1.2. The General Meeting of Shareholders has the following rights and obligations: c. To elect, dismiss and remove members of the Board of Directors and the Supervisory Board; h. To decide on the reorganization or dissolution of the Company;	Article 2. General Meeting of Shareholders 1.2. The General Meeting of Shareholders has the following rights and obligations: c. <u>Determine the number of members of the Board of Directors and the Supervisory Board</u>; elect, remove from office and dismiss members of the Board of Directors and members of the Supervisory Board; h. Decide on the reorganization and dissolution (<u>liquidation</u>) of the Company <u>and appoint the liquidator</u>; <u>l. Approve the execution of contracts and transactions with related parties as prescribed in Clause 10, Article 53 of Charter's Company</u>; <u>m. The annual business plan of the Company</u>; <u>o. The report of the Board of Directors on the governance and the results of the operations of the Board of Directors and of each member of the Board of Directors</u>; <u>p. The report of the Supervisory Board on the business results of the Company and on the results of the operations of the Board of Directors and the Chief Executive Officer</u>; <u>q. The self-assessment report on the results of the operations of the Supervisory Board and of the Supervisors</u>; <u>r. The dividend rate for each share of each class</u>; <u>1.3 The annual General Meeting of Shareholders shall discuss and approve the matters prescribed in Points m, n, o, p, q and r of Point 1.2 Clause 1 Article 2 of these Regulations and other matters within its authority.</u> <u>1.4 All resolutions and matters included in the meeting agenda must be brought to discussion and vote at the meeting of the General Meeting of Shareholders.</u> <u>1.5 With respect to matters approved under previous resolutions of the General Meeting of Shareholders that have not yet been implemented, the Board of Directors must report to the General Meeting of Shareholders at its next meeting. Where there is any change to matters falling within the decision-making authority of the General Meeting of Shareholders, the Board of Directors must submit such change to the General Meeting of Shareholders at its next meeting for approval prior to implementation.</u>	The provisions of this Clause have been amended in accordance with Clause 1 Article 14 of the Draft SASCO Charter. Items l, m, o, p, q and r added in accordance with Clause 1 Article 14 of the Draft SASCO Charter. Items 1.3, 1.4, 1.5 and 1.6 added in accordance with Clauses 2 through 5 Article 14 of the Draft SASCO Charter.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
	2.2. Preparation of the list of shareholders entitled to attend the meeting: a. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared based on. The list shall be prepared no more than 10 days before the date on which the notice of invitation to the General Meeting of Shareholders is sent. 2.4 Notice convening the General Meeting of Shareholders: The notice of invitation must be sent by a method ensuring delivery to shareholders and concurrently posted on the Company's website. The notice shall specify where and how the meeting documents may be downloaded. 2.5 Agenda and contents of the General Meeting of Shareholders: c. The person convening the General Meeting of Shareholders may reject a proposal specified at <u>Point 0 Clause 2 Article 2</u> of these Regulations in any of the following cases: (i) The proposal is not submitted in accordance with Point <u>2.5 Clause 2 Article 2</u> of these Regulations; (iv) Other cases prescribed by law and this Charter.	2.2. Preparation of the list of shareholders entitled to attend the meeting: a. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared based on the <u>Company's register of shareholders or register of securities holders</u>. The list shall be prepared no more than 10 days before the date on which the <u>notice of invitation to the General Meeting of Shareholders</u> is sent. 2.4 Notice convening the General Meeting of Shareholders: The notice of invitation shall <u>be sent by email and/or guaranteed delivery service to the shareholder's registered contact address and/or by other means ensuring delivery</u> to the shareholder, and shall concurrently be posted on the Company's website. The notice shall specify where and how the meeting documents <u>may be downloaded</u>. <u>Where the Company sends the notice by email, the shareholder's email address shall be the address stored and provided by the Vietnam Securities Depository and Clearing Corporation (VSDC) or the address registered by the shareholder with the Company.</u> 2.5 Agenda and contents of the General Meeting of Shareholders: c. The person convening the General Meeting of Shareholders <u>may reject a proposal specified in Item b Point 2.5 Clause 2 Article 2</u> of these Regulations in any of the following cases: (i) The proposal is not submitted in accordance with <u>Item b Point 2.5 Clause 2 Article 2</u> of these Regulations; (iv) Other cases prescribed by law and the Company's <u>Charter</u>. d. The person convening the General Meeting of Shareholders shall accept and include a proposal specified <u>in Item b Point 2.5 Clause 2 Article 2</u> of these Regulations in the proposed agenda and contents of the meeting, except in the case specified in <u>Clause 5 Article 17</u> of the Company's Charter; the proposal shall be officially added to the agenda and contents if approved by the General Meeting of Shareholders. 2.6 Authorization of representatives to attend the General Meeting of Shareholders: c. An authorized attendee shall submit the instrument of authorization <u>when registering before entering the meeting room; alternatively, the shareholder may send it to the Company or the</u>	Amended in accordance with Point a Clause 2 Article 17 of the Draft SASCO Charter. Amended in accordance with Clause 3 Article 17 of the Draft SASCO Charter. Cross-references updated.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
	d. The person convening the General Meeting of Shareholders shall accept and include a proposal specified <u>at Point 2.5 Clause 2 Article 2</u> of these Regulations in the proposed agenda and contents of the meeting, except in the case specified in Clause 6 Article 17 of the Company's Charter; the proposal shall be officially added to the agenda and contents if approved by the General Meeting of Shareholders. 2.6 Authorization of representatives to attend the General Meeting of Shareholders: c. An authorized attendee shall submit the instrument of authorization when registering for the meeting. In the case of sub-authorization, the attendee shall also present the original instrument of authorization from the shareholder or authorized representative of an institutional shareholder (unless it has already been registered with the Company). 2.7 Registration for attendance at the General Meeting of Shareholders: b. Upon registration of shareholders, the Company shall issue to each shareholder or authorized representative having voting rights a voting card/voting ballot/election ballot, bearing the registration number, the full name of the shareholder, the full name of the authorized representative and the number of votes/election votes of such shareholder. The General Meeting of Shareholders shall discuss and vote on each matter on the agenda. Voting shall be conducted by voting in favour, against, or abstaining. The vote counting results shall be announced by the Chairperson/the Vote Counting Committee immediately before the closing of the meeting.	<u>meeting venue specified in the notice of invitation no later than 48 hours before the General Meeting of Shareholders.</u> In the case of sub-authorization, the attendee shall also present the original instrument of authorization from the shareholder or authorized representative of an institutional shareholder (unless it has already been registered with the Company). d. <u>For an institutional shareholder, its legal representative has the right to represent it in exercising shareholder rights in the Company in accordance with Article 11 of the Company's Charter and law, unless the shareholder has authorized another individual or organization in writing to exercise its rights.</u> 2.7 Registration for attendance at the General Meeting of Shareholders: b. Upon registration of shareholders, the Company shall issue to each shareholder or authorized representative having voting rights a voting card/voting ballot/election ballot, bearing the registration number, the full name of the shareholder, the full name of the authorized representative and the number of votes/election votes of such shareholder. The General Meeting of Shareholders shall discuss and vote on each matter on the agenda. Voting shall be conducted by voting in favour, against, or abstaining. The vote counting results shall be announced by the Chairperson/the Vote Counting Committee immediately before the closing of the meeting. <u>The meeting shall elect the persons responsible for counting the votes or supervising the vote counting at the proposal of the Chairperson. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson of the meeting;</u> c. <u>A shareholder, the authorized representative of a corporate shareholder, or an authorized person arriving after the meeting has opened shall have the right to register immediately and thereafter to participate and vote at the meeting immediately upon registration. The Chairperson shall not be responsible for suspending the meeting to allow late-arriving shareholders to register, and the validity of matters already voted on shall not be affected.</u>	Added in accordance with Clause 2 Article 15 of the Draft SASCO Charter. Added to ensure the reasonable exercise of rights by the legal representative of an institutional shareholder. Added in accordance with Clause 2 Article 19 of the Draft SASCO Charter.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
	2.12 Conditions for adoption of resolutions: a. A resolution on any of the following matters shall be adopted if approved by shareholders representing sixty-five percent (65%) or more of the total votes of all shareholders voting in favour, except in the cases specified in Clauses 3, 4 and 6 Article 148 of the Law on Enterprises: b. Other resolutions shall be adopted if approved by shareholders owning 51% or more of the total votes of all shareholders attending and voting in favour, except in the case specified at Item m1 of this Article and Clauses 3, 4 and 6 Article 148 of the Law on Enterprises. 2.16 Disclosure of resolutions and minutes of the General Meeting of Shareholders: 3. <u>The order and procedures for a General Meeting of Shareholders to adopt resolutions by collection of written opinions comprise the following principal contents:</u> 3.2 The Board of Directors may collect shareholders' written opinions to adopt a resolution of the General Meeting of Shareholders when deemed necessary in the interests of the Company. Order and procedures <u>for a General Meeting</u> of Shareholders to adopt resolutions by collection of written opinions: e. The minutes of vote-counting results shall be sent to shareholders within fifteen (15) days after completion of the vote count by posting them on the Company's website. g. A resolution adopted by collection of shareholders' written opinions has the same validity as a resolution adopted at a General Meeting of Shareholders.	2.12 Conditions for adoption of resolutions: a. A resolution on any of the following matters shall be adopted if approved by shareholders representing sixty-five percent (65%) or more of the total votes of all shareholders <u>attending and voting at the meeting</u>, except in the cases specified in Clauses 3, 4 and 6 Article 148 of the Law on Enterprises: b. Resolutions shall be adopted where approved by shareholders holding 51% or more of the total votes of all shareholders attending and voting at the meeting, except in the cases prescribed in <u>Item a Point 2.12 Clause 2 Article 2</u> of these Regulations and Clauses 3, 4 and 6 Article 148 of the Law on Enterprises. c. The election of members of the Board of Directors and of the Supervisory Board must be carried out by the cumulative voting method in accordance with Clause 3, Article 148 of the Law on Enterprises. 2.16 Disclosure of resolutions and minutes of the General Meeting of Shareholders: a. <u>A resolution of the General Meeting of Shareholders shall be notified to shareholders entitled to attend the meeting within 15 days from its adoption. If the Company has a website, such notification may be replaced by posting the resolution on the Company's website.</u> 3. <u>Order and procedures for adopting resolutions of the General Meeting of Shareholders by collection of written opinions:</u> 3.2 The Board of Directors may collect shareholders' written opinions to adopt a resolution of the General Meeting of Shareholders when deemed necessary in the interests of the Company. Order and procedures for adopting <u>resolutions by</u> collection of written opinions: e. The minutes of vote-counting results shall be sent to shareholders within fifteen (15) days after completion of the vote count. <u>If the Company posts the results on its website, it shall do so within twenty-four (24) hours after completion of the vote count;</u> g. A resolution adopted by collection of shareholders' written opinions <u>shall be approved by shareholders owning 51% or more of</u>	Amended in accordance with Clause 1 Article 21 of the Draft SASCO Charter. Amended in accordance with Point d Clause 1 Article 21 of the Draft SASCO Charter. Amended in accordance with Clause 2 Article 21 of the Draft SASCO Charter. Added in accordance with Clause 3 Article 21 of the Draft SASCO Charter. Added in accordance with Clause 4 Article 21 of the Draft SASCO Charter.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
	4. Provisions applicable to a General Meeting of Shareholders adopting resolutions by online conference: An online General Meeting of Shareholders shall be organized in accordance with law, ensuring lawful rights and interests and compliance with the following provisions: 4.2 Registration for attendance at an online General Meeting of Shareholders: c. Recognition of shareholders/shareholder representatives attending an online General Meeting of Shareholders: (i) A shareholder/shareholder representative shall be recorded by the electronic voting system as attending the online General Meeting of Shareholders <u>when accessing the system</u> using the credentials provided in <u>Item b4 Point b Clause 4 Article 2</u> of these Regulations and casting an electronic vote on any matter in the meeting agenda. d. Provision of login credentials and electronic voting: (iv) A shareholder attending <u>and voting</u> online shall be deemed to attend the General Meeting of Shareholders in person. Accordingly, a shareholder who logs in to the Company's online meeting/voting system shall be deemed present in person, and the voting results shall have the same validity as votes cast in person at the General Meeting of Shareholders. 4.3 Authorization of representatives to attend an online General Meeting of Shareholders: a. Authorization shall comply with Point 2.6 Clause 2 Article 2 of these Regulations. b. Certain requirements for online authorization: (iii) Revocation <u>of a shareholder's right after</u> online authorization: A shareholder shall send the Company an official written request	<u>the total votes of all shareholders entitled to vote</u> and shall have the same validity as a resolution adopted at a General Meeting of Shareholders. 4. <u>Order and procedures</u> for an online General Meeting of Shareholders to adopt resolutions: An online General Meeting of Shareholders shall be organized in accordance with law, ensuring the lawful rights and interests of <u>shareholders</u> and compliance with <u>the</u> following provisions: 4.2 Registration for attendance at an online General Meeting of Shareholders: c. Recognition of shareholders/shareholder representatives attending an online General Meeting of Shareholders: (i) A shareholder/shareholder representative shall be recorded by the electronic voting system as attending the online General Meeting of Shareholders <u>when accessing the system</u> using the credentials provided in accordance with <u>Item d Point 4.2 Clause 4 Article 2</u> of these Regulations. <u>Login and logout times and attendance status must be logged by the system to determine whether the meeting conditions are satisfied.</u> d. Provision of login credentials and electronic voting: (iv) A shareholder attending online shall be deemed to attend the General Meeting of Shareholders in person. Accordingly, a shareholder who logs in to the Company's online meeting/voting system shall be deemed present in person, and the voting results shall have the same validity as votes cast in person at the General Meeting of Shareholders. 4.3 Authorization of representatives to attend an online General Meeting of Shareholders: a. Authorization shall comply with Point 2.6 Clause 2 Article 2 of these Regulations, <u>except where the specific provisions on online authorization below provide otherwise.</u> b. Certain requirements for online authorization:	Amended in accordance with Clause 6 Article 22 of the Draft SASCO Charter. Added in accordance with Clause 8 Article 22 of the Draft SASCO Charter. Attendance is recognized irrespective of whether the shareholder has cast a vote.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
	to revoke the online authorization before the official opening of the meeting. The revocation takes effect at the time the Company receives the official written request. (iv) A revocation of authorization shall be invalid if the proxy has cast a vote/election ballot on any matter in the agenda of the online General Meeting of Shareholders. 4.6 Form of adopting resolutions at an online General Meeting of Shareholders: An online General Meeting of Shareholders shall adopt resolutions within its authority by electronic voting. 4.8 Online vote-counting method: a. When a shareholder/shareholder representative votes, the system shall record the number of votes for each matter by approval, disapproval and no opinion.	(iii) Revocation of online authorization: A shareholder shall send the Company an official written request to revoke the online authorization before the official opening of the meeting. The revocation takes effect at the time the Company receives such official request. <u>(iv) If the Company receives a revocation request after the meeting opens, the revocation shall not affect the proxy's right to attend or the validity of any vote/election ballot already cast by the proxy on any agenda item of the online General Meeting of Shareholders.</u> 4.6 Form and conditions for adopting resolutions at an <u>online General Meeting of Shareholders</u>: An online General Meeting of Shareholders shall adopt resolutions within its authority by electronic voting. <u>The conditions for adoption shall comply with Point 2.12 Clause 2 Article 2 of these Regulations.</u> 4.8 Online vote-counting method: a. When a shareholder/shareholder representative votes, the system shall record the number of votes for each matter by approval, disapproval and no opinion, <u>together with the recording time and ballot code for verification and reconciliation.</u> <u>4.12 Matters concerning the order and procedures for online General Meetings of Shareholders that are not prescribed in this Clause 4 shall be governed by the corresponding provisions of Clause 2 Article 2 of these Regulations.</u> <u>5. Order and procedures for a General Meeting of Shareholders held in a hybrid in-person and online format to adopt resolutions:</u> <u>A General Meeting of Shareholders held in a hybrid in-person and online format shall be organized in accordance with law and the corresponding provisions of Clauses 2 and 4 Article 2 of these Regulations.</u>	Attendance is recognized irrespective of whether the shareholder has cast a vote. Added for clarity: Point 2.6 contains the general rules, while the “online authorization” provisions constitute a mechanism subject to certain additional exceptional conditions. Deleted “<i>the right of a shareholder who has</i>” to clarify that this is a revocation of authorization, not a revocation of the shareholder’s rights. Amended to clarify that the applicability of a revocation of authorization is determined by when the revocation notice is delivered to the Company, rather than by whether the proxy has already voted, as stated in the current wording. It is proposed that the conditions for adopting resolutions be the same as those in Point 2.12 Clause 2 Article 2 of these Regulations. Ensures data availability and accuracy for verification and

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
			reconciliation of online vote counting. It is proposed to add the order and procedures for a General Meeting of Shareholders held in a hybrid in-person and online format. Such a meeting shall be organized in accordance with the provisions on in-person and online General Meetings of Shareholders in Clauses 2 and 4 Article 2 of these Regulations.
3	Article 3. Board of Directors 1. Roles, rights and obligations of the Board of Directors and responsibilities of its members <u>(including the right of Board members to be provided with information)</u>: 1.3 A member of the Board of Directors may request the Chief Executive Officer , a Deputy General Manager or the manager of any unit of the Company to provide information and documents concerning the financial condition and business operations of the Company and its units. The requested manager shall provide such information and documents promptly, fully and accurately. 2. Nomination, candidacy, election, dismissal and removal of members of the Board of Directors <u>comprise the following principal contents</u>: 2.1 Term of office and number of members of the Board of Directors: The Board of Directors consists of five (05) members. The term of office of a member shall not exceed five (05) years, and members may be re-elected for an unlimited number of terms. At least 03 members must permanently reside in Vietnam.	Article 3. Board of Directors 1. Roles, rights and obligations of the Board of Directors and responsibilities of its members: 1.3 A member of the Board of Directors may request the Chief Executive Officer , a Deputy General Manager or the manager of any unit of the Company to provide and <u>explain</u> information and documents concerning the financial condition and business operations of the Company and its units. The requested manager shall provide such information and documents promptly, fully and accurately. 2. Nomination, candidacy, election, dismissal and removal of members of the Board of Directors: 2.1 Term of office and number of members of the Board of Directors: The Board of Directors consists of five (05) members. The term of office of a member shall not exceed five (05) years, and members may be re-elected for an unlimited number of terms. At least 03 members must permanently reside in Vietnam. <u>An individual may</u>	Added in accordance with Clause 1 Article 34 of the Draft SASCO Charter. Added in accordance with Clause 2 Article 27 of the Draft SASCO Charter.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
	2.2 Composition, qualifications and conditions of members of the Board of Directors: As prescribed in Article 28 of the Company's Charter. 2.3 Nomination and candidacy for membership of the Board of Directors: a. A shareholder or group of shareholders owning at least 10% of the total ordinary shares may nominate candidates to the Board of Directors. b. Candidates shall be nominated to the Board of Directors as follows: (i) Ordinary shareholders forming a group to nominate candidates to the Board of Directors shall notify the attending shareholders of the formation of the group before the General Meeting of Shareholders opens; (ii) Based on the number of members of the Board of Directors, a shareholder or group of shareholders <u>specified in this Clause may nominate one or more persons as candidates to the Board of Directors as decided by the General Meeting of Shareholders.</u> Where the number of candidates nominated by a shareholder or group of shareholders is fewer than the number they are entitled	<u>serve as an independent member of the Company's Board of Directors (if the Company is listed) for no more than two (02) consecutive terms.</u> 2.2 Composition, qualifications, conditions, <u>rights and responsibilities</u> of members of the Board of Directors: As prescribed <u>in Articles 27 and 28</u> of the Company's Charter. 2.3 Nomination and candidacy for membership of the Board of Directors: a. A shareholder or group of shareholders owning at least 10% of the total ordinary shares may nominate candidates to the Board of Directors <u>in accordance with Clause 2 Article 26 of the Company's Charter, specifically:</u> (i) <u>From 10% to less than 20% of voting shares: up to 01 (one) candidate;</u> (ii) <u>From 20% to less than 30% of voting shares: up to 02 (two) candidates;</u> (iii) <u>From 30% to less than 40% of voting shares: up to 03 (three) candidates;</u> (iv) <u>From 40% to less than 50% of voting shares: up to 04 (four) candidates;</u> (v) <u>From 50% to less than 60% of voting shares: up to 05 (five) candidates;</u> (vi) <u>From 60% to less than 70% of voting shares: up to 06 (six) candidates;</u> (vii) <u>From 70% or more of voting shares: up to 07 (seven) candidates.</u> b. Candidates shall be nominated to the Board of Directors as follows: (i) Ordinary shareholders forming a group to nominate candidates to the Board of Directors shall notify the attending shareholders of the formation of the group before the <u>General Meeting</u> of Shareholders opens; (ii) Based on the number of members of the Board of Directors, a shareholder or group of shareholders may nominate one or more candidates in accordance with <u>Item a Point 2.3 of this Clause.</u> Where the number of candidates nominated by a shareholder or group of shareholders is fewer than the number they are entitled to nominate	Added in accordance with Article 28 of the Draft SASCO Charter. Added in accordance with Clause 2 Article 26 of the Draft SASCO Charter.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
	to nominate as <u>decided by the General Meeting of Shareholders</u>, the remaining candidates shall be nominated by the Board of Directors and other shareholders. 2.8 Introduction of candidates for membership of the Board of Directors: a. Information concerning candidates for the Board of Directors (where candidates have been identified in advance) shall be disclosed <u>on the Company's website at least seven (07) days</u> before the opening of the General Meeting of Shareholders so that shareholders may review it before voting. The list of nominated or self-nominated candidates (together with their curricula vitae and information) shall be publicly posted at the Company's head office and the meeting venue. Information disclosed about each candidate shall include at least: b. A candidate for the Board of Directors shall provide a written undertaking that the disclosed personal information is truthful, accurate and reasonable, and shall undertake to perform the duties honestly if elected as a member of the Board of Directors. 4. The order and procedures for meetings of the Board of Directors <u>comprise the following principal contents</u>: 4.2 Cases requiring an extraordinary meeting of the Board of Directors: a. A request by the Supervisory Board. c. A request by at least 02 executive <u>members of</u> the Board of Directors. 4.3 Notice of a meeting of the Board of Directors (including the time, venue, agenda and matters for discussion and decision): c. The Chairperson of the Board of Directors or other convener shall send the notice and accompanying documents to Supervisors in the same manner as to Board members.	under <u>Item a Clause 2.3</u> hereof, the remaining candidates shall be nominated by the Board of Directors and other shareholders. 2.8 Introduction of candidates for membership of the Board of Directors: a. Information concerning candidates for the Board of Directors (where candidates have been identified in advance) shall be disclosed on the Company's website at least <u>ten (10) days</u> before the opening of the General Meeting of Shareholders so that shareholders may review it before voting. The list of nominated or self-nominated candidates (together with their curricula vitae and information) shall be publicly posted at the Company's head office and the meeting venue. Information disclosed about each candidate shall include at least: b. A candidate for the Board of Directors shall provide a written undertaking that the disclosed personal information is truthful, accurate and reasonable, and shall undertake to perform the duties honestly, <u>prudently and in the best interests of the Company</u> if elected as a member of the Board of Directors. 4. Order and procedures for meetings of the Board of Directors: 4.2 Cases requiring an extraordinary meeting of the Board of Directors: a. A request by the Supervisory Board <u>or an independent member of the Board of Directors (if the Company is listed)</u>; c. A request by at least 02 members of the Board of Directors; d. <u>At the request of the independent audit firm auditing the Company's financial statements, the Chairperson of the Board of Directors shall convene a meeting to discuss the audit report and the Company's condition</u>; e. <u>Other cases prescribed in the Company's Charter</u>. 4.3 Notice of a meeting of the Board of Directors (including the time, venue, agenda and matters for discussion and decision): c. The Chairperson of the Board of Directors or convener shall send the notice and accompanying documents to Supervisors and to <u>the</u>	In accordance with Point a Clause 4 Article 41 of the Law on Securities 2019. Added in accordance with Clause 1 Article 26 of the Draft SASCO Charter. Added in accordance with Point a Clause 4 Article 32 of the Draft SASCO Charter. Amended in accordance with Point c Clause 4 Article 32 of the Draft SASCO Charter. Added in accordance with Points d and e Clause 4 Article 32 of the Draft SASCO Charter.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
	4.4 Right of members of the Supervisory Board to attend meetings of the Board of Directors: Supervisors may attend and discuss matters at meetings of the Board of Directors but may not vote. 4.7 Adoption of resolutions of the Board of Directors: A resolution shall be adopted if approved by a majority of attending members. In the event of an equality of votes, the final decision shall follow the opinion of the Chairperson of the Board of Directors. 4.9 Preparation of minutes of meetings of the Board of Directors: a. Meetings shall be recorded in minutes and may be audio-recorded or recorded and retained in another electronic form. The minutes shall be prepared in Vietnamese and may also be prepared in a foreign language, and shall contain the particulars prescribed in Article 33 of the Company's Charter. In the event of any discrepancy, the Vietnamese version shall prevail. 4.10 If the Chairperson and/or secretary refuses to sign the minutes, the minutes shall remain valid if signed by all other attending members and if they contain all particulars prescribed at Point i of this Article.	<u>Chief Executive Officer , if not a member of the Board of Directors, in the same manner as to Board members.</u> 4.4 Right of members of the Supervisory Board <u>and the Chief Executive Officer who are not members of the Board of Directors to attend Board meetings: They may attend and discuss matters but may not vote.</u> 4.7 Adoption of resolutions of the Board of Directors: A resolution shall be adopted if approved by a majority of attending members <u>(more than 50%)</u>. In the event of an <u>equality of votes for and against</u>, the final decision shall follow the opinion of the Chairperson of the Board of Directors. 4.9 Preparation of minutes of meetings of the Board of Directors: a. Meetings shall be recorded in minutes and may be audio-recorded or recorded and retained in another electronic form. <u>The Chairperson of the Board of Directors shall send the minutes to the members, and such minutes shall constitute conclusive evidence of the business conducted at the meeting unless an objection is raised within ten (10) days after dispatch.</u> The minutes shall be prepared in Vietnamese and may also be prepared in a foreign language, and shall contain the particulars prescribed in Article 33 of the Company's Charter. In the event of any discrepancy, the Vietnamese version shall prevail. b. <u>Any matter approved by more than 50% of all attending members and recorded in the minutes shall be formalized as a resolution of the Board of Directors.</u> 4.10 If the Chairperson and/or secretary refuses to sign the minutes, the minutes shall remain valid if signed and approved by all other <u>attending members and if they contain all particulars prescribed in Point 4.9 Clause 4 Article 3 of these Regulations. The minutes shall state the refusal of the Chairperson or minute-taker to sign. The signatories shall be jointly liable for the accuracy and truthfulness of the minutes. The Chairperson and minute-taker shall be personally liable for damage caused to the enterprise by their refusal to sign in accordance with the Law on Enterprises, the Company's Charter and relevant laws.</u>	Added in accordance with Clause 7 Article 32 of the Draft SASCO Charter. Added in accordance with Clause 12 Article 32 of the Draft SASCO Charter. Added in accordance with Clause 14 Article 32 of the Draft SASCO Charter. Added in accordance with Clause 1 Article 33 of the Draft SASCO Charter. Added in accordance with Clause 7 Article 33 of the Draft SASCO Charter. Added in accordance with Clause 4 Article 33 of the Draft SASCO Charter.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
		5. Collection of written opinions of members of the Board of Directors: When necessary, the Chairperson of the Board of Directors may collect members' written opinions to approve matters within the Board's authority according to the following procedures: 5.1 <u>Sending an opinion form together with relevant documents and a draft resolution to the members;</u> 5.2 <u>Members shall vote as requested by the Chairperson of the Board of Directors and return their completed opinion forms by the deadline specified therein;</u> 5.3 <u>The Chairperson of the Board of Directors shall appoint a Vote Counting Committee to verify the voting results;</u> 5.4 A resolution by written opinion shall be adopted if approved by a majority of members entitled to vote (more than 50%). In the event of an equality <u>of votes for and against</u>, the final decision shall follow the opinion of the Chairperson of the Board of Directors; 5.5 <u>Based on the vote-counting results, the Chairperson of the Board of Directors shall, on behalf of the Board of Directors, sign and issue the resolution on matters approved by the members. A resolution adopted by written opinion has the same effect and validity as a resolution adopted at a duly convened and conducted meeting.</u> 6. <u>Authority of the Board of Directors to appoint/dismiss personnel:</u> 6.1 <u>Positions appointed/dismissed by the Board of Directors include:</u> a. <u>The Chief Executive Officer and Deputy General Managers of the Company;</u> b. <u>The Chief Accountant;</u> c. <u>Heads of units directly under the Company;</u> d. <u>The Person in Charge of Corporate Governance;</u> e. <u>Heads of teams/committees directly under the Board of Directors;</u> f. <u>The head of the internal audit function.</u> 6.2 <u>In the event that the head of a unit under the Company or the head of a Team/Committee under the Board of Directors ceases employment, the removal of such person from office shall automatically take effect from the cessation date specified in the</u>	Points 5.1, 5.2, 5.3 and 5.5 added in accordance with Clause 16 Article 32 of the Draft SASCO Charter. Added in accordance with Clause 16 Article 32 of the Draft SASCO Charter. It is proposed that the approval threshold for Board resolutions adopted by collection of written opinions be the same as the threshold applicable at Board meetings under Point 4.7 Article 3 of these Regulations. Added in accordance with Article 2.2 of Board of Directors Resolution No. 40-2024/NQ-HDQT dated September 6, 2024 on delegation of authority.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
	6. Selection, appointment and dismissal of the Person in Charge of Corporate Governance <u>comprise the following principal contents:</u> 6.2 Appointment of the Person in Charge of Corporate Governance: The Board of Directors of the Company shall appoint at least one person in charge of corporate governance to assist with corporate governance matters at the Company. The person in charge of corporate governance may concurrently serve as the Company Secretary in accordance with Clause 5 Article 156 of the Law on Enterprises. 6.3 Cases of dismissal of the Person in Charge of Corporate Governance: The Board of Directors may remove the Person in Charge of Corporate Governance when necessary, provided that applicable labor laws are observed.	<u>decision on termination of the labour contract. The Board of Directors shall not be required to issue a separate removal decision in such cases.</u> 7. <u>Committees under the Board of Directors: The Board may establish committees for development policy, personnel, remuneration, internal audit, risk management and other necessary fields in accordance with Article 36 of the Company's Charter and law.</u> 8. Selection, appointment and dismissal of the Person in Charge of Corporate Governance: 8.2 Appointment of the Person in Charge of Corporate Governance: The Board of Directors of the Company shall appoint at least one person in charge of corporate governance to assist with corporate governance matters at the Company. The person in charge of corporate governance may concurrently serve as the Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises. <u>The person in charge of corporate governance shall perform their duties in accordance with applicable laws and the directions of the Board of Directors.</u> 8.3 Dismissal and <u>removal</u> of the Person in Charge of Corporate Governance: The Board of Directors may <u>dismiss</u> or remove the Person in Charge of Corporate Governance when necessary, provided that applicable labor laws are observed.	Added in accordance with Article 36 of the SASCO Charter. Added in accordance with Clause 1 Article 37 of the Draft SASCO Charter.
	Article 4. Supervisory Board 2. Term of office, number, composition and structure of the Supervisory Board: 2.3 Nomination and candidacy for membership of the Supervisory Board: a. A shareholder or group of shareholders owning at least 10% of the total ordinary shares may nominate candidates to the Supervisory Board. Candidates shall be nominated to the Supervisory Board as follows:	Article 4. Supervisory Board 2. Term of office, number, composition and structure of the Supervisory Board: 2.3 Nomination and candidacy for membership of the Supervisory Board: a. A shareholder or group of shareholders owning at least 10% of the total ordinary shares may nominate candidates to the Supervisory Board <u>in accordance with Article 45 of the Company's Charter.</u> Nominations shall be made as follows:	

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
	(i) Ordinary shareholders forming a group to nominate candidates to the Supervisory Board shall notify attending shareholders of the formation of the group before the General Meeting of Shareholders opens; (ii) Based on the number of members of the Supervisory Board, a shareholder or group of shareholders specified in this Clause may nominate one or more persons as candidates to the Supervisory Board as <u>decided by the General Meeting of Shareholders</u>. If the number nominated is lower than the number they are entitled to nominate under the <u>decision of the General Meeting of Shareholders</u>, the remaining candidates shall be nominated by the Board of Directors and other shareholders.	(i) Ordinary shareholders forming a group to nominate candidates to the Supervisory Board shall notify attending shareholders of the formation of the group before the General <u>Meeting</u> of Shareholders opens; (ii) Based on the number of members of the Supervisory Board, a shareholder or group of shareholders specified in this Clause may nominate one or more candidates in accordance with <u>Article 45 of the Company's Charter</u>. Where the number of candidates nominated by a shareholder or group of shareholders is fewer than the number they are entitled to nominate under <u>Article 45 of the Company's Charter</u>, the remaining candidates shall be nominated by the Board of Directors and other shareholders.	
	Article 5. Chief Executive Officer 1. Roles, responsibilities, rights and obligations of the Chief Executive Officer : 1.1 The Chief Executive Officer manages the Company's daily business operations, is supervised by the Board of Directors, and is accountable to the Board of Directors and before law for exercising the assigned rights and duties.	Article 5. Chief Executive Officer 1. Roles, responsibilities, rights and obligations of the Chief Executive Officer : 1.1 The Chief Executive Officer manages the Company's daily business operations, is supervised by the Board of Directors, and is accountable to the Board of Directors and before law for exercising the assigned rights and duties. In deciding matters concerning the Company's daily business operations, <u>The Chief Executive Officer shall at all times act in good faith and in the interests of the Company when making decisions on matters relating to the Company's day-to-day business operations. The Chief Executive Officer shall regularly report to the Board of Directors on any operational issues encountered by the Company and comply with any directions given to resolve such issues.</u> 1.2 <u>Before execution and performance, the Chief Executive Officer shall obtain the Board of Directors' approval for master/framework agreements that do not specify a particular value and for contracts outside the core business activities (including contract types or business models not previously authorized by the Board of Directors).</u> 1.3 <u>The Chief Executive Officer shall obtain the Board of Directors' approval for tender submissions and/or new or renewed lease contracts for business premises at terminals that fall outside the approved plan;</u>	Added in accordance with Clause 3 Article 40 of the Draft SASCO Charter. Important content prescribed in Article 40.5(1) of the Company's Charter has been added.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
	2. Appointment, dismissal, execution and termination of contracts with the Chief Executive Officer : 2.2 Nomination, candidacy, dismissal and removal of the Chief Executive Officer : a. Dismissal, removal from office or termination of the contract. The Board of Directors may remove the Chief Executive Officer from office if at least two-thirds (2/3) of its members vote in favour thereof (excluding the vote of the Chief Executive Officer) and appoint a new Chief Executive Officer as a replacement; b. No longer satisfying the requirements for serving as Chief Executive Officer as prescribed at <u>Point a</u> Clause 2 of this Article; c. Submission of a resignation letter which is approved by the Board of Directors; <u>d. Loss or restriction of civil act capacity under a court decision;</u> e. Other cases prescribed by law.	2. Appointment, dismissal, execution and termination of contracts with the Chief Executive Officer : 2.2 Nomination, candidacy, dismissal and removal of the Chief Executive Officer : Dismissal, removal from office or termination of the contract. The Board of Directors may remove the Chief Executive Officer from office if at least two-thirds (2/3) of its members vote in favour thereof (excluding the vote of the Chief Executive Officer) and appoint a new Chief Executive Officer as a replacement; b. No longer satisfying the requirements for serving as Chief Executive Officer as prescribed at <u>Point 2.1</u>, Clause 2, Article 5 of <u>these Regulations</u>; c. Submission of a resignation letter which is approved by the Board of Directors; d. Other cases prescribed by law.	Amended in accordance with Clause 7 Article 40 of the Draft SASCO Charter.
	Article 6. Coordination among the Board of Directors, the Supervisory Board and the Chief Executive Officer	Article 6. Coordination among the Board of Directors, the Supervisory Board and the Chief Executive Officer 1. <u>The Board of Directors, the Supervisory Board and the Chief Executive Officer shall coordinate according to the following principles:</u> <u>1.1 Convening meetings, issuing meeting notices, preparing minutes and announcing meeting results among the Board of Directors, the Supervisory Board and/or the Chief Executive Officer shall be carried out in writing and retained in the corporate governance records;</u> <u>1.2 Resolutions and decisions of the Board of Directors shall be promptly sent to the Supervisory Board and the Chief Executive Officer , except for information whose access is restricted by law;</u> <u>1.3 The Chief Executive Officer shall implement resolutions and decisions of the Board of Directors and report on progress, difficulties and risks together with proposed measures;</u> <u>1.4 The Supervisory Board, the Chief Executive Officer or another person entitled under the Company's Charter may request a meeting of the Board of Directors, specifying the matters to be considered;</u>	Specific principles of the coordination mechanism have been added; the Board of Directors may issue more detailed coordination regulations if deemed necessary.

No.	Current Regulations	Proposed Amendments and Supplements	Remarks
	The Board of Directors, the Supervisory Board and the Chief Executive Officer shall coordinate in developing Regulations on Coordination among the Board of Directors, the Supervisory Board and the Chief Executive Officer .	<u>1.5 The Chief Executive Officer shall provide periodic and ad hoc reports and governance information at the request of the Board of Directors or the Supervisory Board;</u> <u>1.6 The Board of Directors shall direct, inspect and supervise the implementation of resolutions, the delegation and authorization of authority to the Chief Executive Officer , and daily business activities falling within the Chief Executive Officer 's authority;</u> <u>1.7 The list of reports and data, deadlines, responsible focal points and methods of providing information shall be standardized to ensure completeness, accuracy, timeliness and confidentiality;</u> <u>1.8 The parties shall coordinate in compliance control, risk management, related-party transactions, conflicts of interest and information disclosure.</u> <u>2. Annually, the Board of Directors shall lead, with input from the Supervisory Board, an assessment of the performance of the Board of Directors, its committees, the Supervisory Board, the Chief Executive Officer and managers as a basis for proposing or applying rewards, remuneration, dismissal, removal or disciplinary measures within the proper authority. The assessment results shall be reported to the Annual General Meeting of Shareholders in accordance with law and the Company's Charter.</u> <u>3. The Board of Directors, the Supervisory Board and the Chief Executive Officer may coordinate in developing Regulations on Coordination among them based on the rules prescribed in Clauses 1 and 2 of this Article.</u> <u>4. The Board of Directors, the Supervisory Board and the Chief Executive Officer shall coordinate in developing strategies and policy frameworks for sustainable development, digital transformation, information security, internal control and risk management appropriate to the Company's development context.</u>	

No.: /SASCO-HDQT

Ho Chi Minh City, 2026.

DRAFT

PROPOSAL

Re “Amendments and Supplements to the Working Regulations of the Board of Directors”

To: GENERAL MEETING OF SHAREHOLDERS

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019;*
- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Decree No. 245/2025/ND-CP dated 11 September 2025 of the Government detailing amendments and supplements to certain articles of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Proposal No. -2026/SASCO-HDQT dated September 2026 of the Board of Directors regarding amendments and supplements to the Charter on Organization and Operation of Southern Airports Services Joint Stock Company (“SASCO”);*

In order to ensure legal consistency among relevant internal governance documents when the Company amends and supplements the Charter on Organization and Operation, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Working Regulations of the Board of Directors in accordance with the list of proposed amendments and supplements attached to this Proposal.

Respectfully submitted for the General Meeting's consideration and approval.

Respectfully yours.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

NGUYEN HANH

PROPOSED AMENDMENTS AND SUPPLEMENTS TO THE REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS

No.	Current Regulations	Proposed Amendments / Supplements	Notes
1	Article 1. Scope of Regulation and Applicable Subjects	Article 1. Scope of Regulation and Applicable Subjects 3. <u>Interpretation of terms: Terms that are not defined in these Regulations shall be understood in accordance with the Internal Regulations on Corporate Governance, the Company's Charter and applicable laws.</u> 4. <u>Principles of application: These Regulations shall be applied consistently with the law, the Company's Charter and the Internal Regulations on Corporate Governance. In case of any inconsistency, the document with higher legal effect shall prevail; the Board of Directors shall promptly submit to the General Meeting of Shareholders amendments to these Regulations for matters falling within the authority of the General Meeting of Shareholders.</u>	New addition
2	Article 2. Operating Principles of the Board of Directors 2. The Board of Directors assigns the Chief Executive Officer responsibility for organizing and managing the implementation of resolutions and decisions of the Board of Directors.	Article 2. Operating Principles of the Board of Directors 2. <u>The Board of Directors assigns the Chief Executive Officer responsibility for organizing and managing the implementation of resolutions and decisions of the Board of Directors within the scope of authority assigned under the Company's Charter and the Internal Regulations on Corporate Governance. The assignment of duties, delegation of authority or authorization shall not transfer the Board of Directors' supervisory responsibility.</u> 3. <u>The Chief Executive Officer may not independently decide on matters beyond the scope of day-to-day business operations as prescribed by the Company's Charter and the Internal Regulations on Corporate Governance. Before signing and performing such contracts, the Chief Executive Officer must obtain approval from the Board of Directors (where the Board of Directors has authority) for framework agreements/master agreements that do not specify a particular value, and for contracts outside the core business activities (including any type of contract or business model that has never been authorized for application by the Board of Directors).</u>	Clarifies the coordination mechanism, authority and obligations between the Board of Directors and the Chief Executive Officer. Adds important content already provided in Article 40.5(l) of the SASCO Charter.
3	Article 3. Rights and Obligations of Members of the Board of Directors 2. Members of the Board of Directors have the obligations prescribed by the Company's Charter and the following obligations:	Article 3. Rights and Obligations of Board Members 2. Members of the Board of Directors have the obligations prescribed by the Company's Charter and the following obligations:	

No.	Current Regulations	Proposed Amendments / Supplements	Notes
		f. Remain loyal to the interests of the Company and its Shareholders; do not abuse their position or title, or use the Company's information, know-how, business opportunities or other assets for personal gain or for the benefit of any other organization or individual. 3. <u>Each Independent Director (in the case of a listed company) must prepare an assessment report on the performance of the Board of Directors.</u>	Adds Point f of Clause 2 and Clause 3 in accordance with Clause 4, Article 28 of the draft SASCO Charter.
4	Article 4. Members of the Board of Directors' Right to Access Information 1. A member of the Board of Directors has the right to request the Chief Executive Officer, Deputy General Manager or other managers of the Company to provide information and documents concerning the Company's financial position and business operations and those of the Company's units. 2. The manager requested to provide information must provide information and documents promptly, fully and accurately as requested by the member of the Board of Directors. <u>The procedures for requesting and providing information shall be prescribed by the Company's Charter.</u>	Article 4. Right of Board Members to Access Information 1. A member of the Board of Directors has the right to request the Chief Executive Officer, Deputy General Manager, <u>Chief Accountant</u> or another Manager of the Company to provide and explain information and documents concerning the Company's financial position and business operations and those of its units <u>(including, without limitation, subsidiaries, affiliated companies and dependent units), as well as other information and documents necessary for the exercise of the rights and performance of obligations of a Board member.</u> 2. The manager requested to provide information must provide information and documents promptly, fully and accurately as requested by the member of the Board of Directors <u>in accordance with these Regulations.</u> 3. <u>A request for information shall be made in writing or sent through the Company's registered document management system or registered corporate email and must clearly specify:</u> a) <u>The content, scope and period covered by the information and documents to be provided;</u> b) <u>The form of provision;</u> c) <u>The deadline for receipt of the information and documents; and</u> d) <u>Any request for explanation or confirmation from the manager, if applicable.</u> 4. <u>In urgent cases, a member of the Board of Directors may make a request verbally, by telephone or through another means of communication, but must confirm the request in writing or by email within one (1) working day.</u> 5. <u>The manager requested to provide information must acknowledge receipt of the request within one (01) working day and provide complete, accurate and truthful information and documents within three (03) working days</u>	Added in accordance with Clause 1, Article 34 of the draft SASCO Charter. Clauses 3 through 10 are newly added. The Company's Charter does not prescribe the procedures for requesting and providing information; therefore, detailed provisions are added herein.

No.	Current Regulations	Proposed Amendments / Supplements	Notes
		<u>from receipt of the request. For complex information or documents requiring consolidation from multiple units or extraction from archived records, the provision period shall not exceed seven (07) working days. Where information or documents are required for a Board meeting, they must be provided before the meeting materials are circulated (no later than three (03) working days before the meeting) or within another period reasonably requested by the Board member, taking into account the urgency of the matter.</u> <u>6. If the requested manager is unable to provide the information by the deadline, the manager must notify the Board member in writing before the deadline, stating the reasons, the information that can already be provided, the measures being taken and the expected completion date. Any extension shall not exceed five (05) working days, unless otherwise agreed by the Board member.</u> <u>7. Information and documents must be provided directly to the requesting Board member and simultaneously sent to the Person in Charge of Corporate Governance to record and retain in the files. Confidential information must still be provided through appropriate secure means; the confidential nature of information shall not constitute grounds for refusing to provide it to a Board member. Where the law prohibits disclosure or requires partial restriction of information, the manager must provide the permissible portion and notify the Board member in writing, clearly stating the legal basis for the refusal or restriction.</u> <u>8. If the manager fails to provide, delays providing, or provides incomplete or inaccurate information or documents, the Board member has the right to request the Chief Executive Officer, the Chairperson of the Board of Directors or the Board of Directors to direct the provision thereof and consider the responsibility of the relevant individual. Failure to properly comply with an information request shall be considered in the assessment of task performance and in determining responsibility in accordance with the Company's Charter, internal regulations and applicable law.</u> <u>9. A Board member is responsible for using the information and documents provided solely for the proper performance of his/her duties; maintaining confidentiality and not disclosing them to any third party, except where disclosure is required by a competent authority or otherwise provided by law. The right to request information must not be exercised to obstruct the Company's normal operations or to serve the personal interests of the Board member or those of another organization or individual.</u> <u>10. Where necessary to support independent and objective decision-making and protect the interests of the Company, the Board of Directors or the</u>	Right to engage independent consultants – a good corporate governance practice for public companies under the 2025 Corporate Governance

No.	Current Regulations	Proposed Amendments / Supplements	Notes
		Chairperson of the Board of Directors may require the Company to engage independent advisors (legal, financial, audit, etc.) to assess information and documents provided by the Executive Board. The costs of engaging such independent advisors shall be borne by the Company within the annual operating budget of the Board of Directors approved by the General Meeting of Shareholders.	Manual of the State Securities Commission.
5	Article 5. Term of Office and Number of Board Members 2. The term of office of a Board member shall not exceed five (05) years and may be renewed for an unlimited number of terms. An individual may be elected as an Independent Director of a company for no more than two consecutive terms.	Article 5. Term of Office and Number of Board Members 2. The term of office of a Board member shall not exceed five (05) years and may be renewed for an unlimited number of terms. An individual may be elected as an Independent Director of the Company (<u>in the case of a listed company</u>) for no more than two (02) consecutive terms.	Amended in accordance with Clause 2, Article 27 of the draft SASCO Charter.
6	Article 6. Standards and Conditions for Board Members 1. A Board member must satisfy the following standards and conditions: a. Have full civil capacity and not fall within the category specified in Clause 2, Article 17 of the Law on Enterprises; b. Have professional qualifications and experience in business administration or in the Company's business sector, industry or line of business, and need not be a shareholder of the Company unless otherwise provided by the Company's Charter; c. A Board member of the Company may concurrently serve as a Board member of up to five (05) other companies;	Article 6. Standards and Conditions for Board Members 1. A Board member must satisfy the following standards and conditions: a. Have full civil capacity and not be among persons <u>prohibited from managing enterprises</u> under Clause 2, Article 17 of the Law on Enterprises; b. Have professional qualifications and experience in business <u>administration</u> or in the Company's business sector, industry or line of business, and need not be a shareholder of the Company unless otherwise provided by the Company's Charter; c. A Board member of the Company may concurrently <u>serve as</u> a member of the Board of Directors or <u>Members' Council</u> of up to five (05) other companies; 2. <u>An Independent Director (in the case of a listed company) must satisfy the following standards and conditions:</u> a. <u>Not be a person currently working for the Company, its parent company or subsidiary; and not have worked for the Company, its parent company or subsidiary at any time during the three (03) years immediately preceding;</u> b. <u>Not be a person currently receiving salary or remuneration from the Company, except for allowances payable to Board members in accordance with applicable regulations;</u> c. <u>Not have a spouse, biological or adoptive father, biological or adoptive mother, biological or adopted child, full brother, full sister or younger sibling who is a major shareholder of the Company or a manager of the Company or its subsidiary;</u>	Added to conform with Article 28.1(a) of the SASCO Charter. Point c amended in accordance with Point c, Clause 1, Article 28 of the draft SASCO Charter. Clause 2 (standards and conditions for Independent Directors) added in accordance with Clause 3, Article 28 of the draft SASCO Charter.

No.	Current Regulations	Proposed Amendments / Supplements	Notes
		d. <u>Not directly or indirectly own at least one percent (1%) of the total voting shares of the Company;</u> e. <u>Not have previously served as a member of the Board of Directors or the Board of Supervisors of the Company at any time during the five (05) years immediately preceding, except where the person is appointed for two (02) consecutive terms.</u>	
7	Article 7. Chairperson of the Board of Directors 3. The Chairperson of the Board of Directors has the following rights and obligations: f. Supervise the implementation of resolutions and decisions of the Board of Directors; l. Other rights and obligations as prescribed by the Law on Enterprises and Clause 3, Article 31 of the Company's Charter.	Article 7. Chairperson of the Board of Directors 3. The Chairperson of the Board of Directors has the following rights and obligations: b. <u>Ensure that the Board of Directors submits the annual financial statements, the Company's operating report, the audit report and the Board of Directors' inspection report to shareholders at the General Meeting of Shareholders;</u> e. <u>Decide to obtain written opinions from Board members for approval of matters within the decision-making authority of the Board of Directors under the Company's Charter where the Chairperson considers it unnecessary to convene an extraordinary Board meeting. Approve the form and content of the voting form;</u> f. Supervise and urge the implementation of resolutions and decisions of the Board of Directors <u>and its committees (if any);</u> h. <u>On behalf of the Board of Directors, enter into an employment contract with the Chief Executive Officer;</u> i. <u>On behalf of the Board of Directors, sign resolutions and other documents of the Board of Directors after approval by more than fifty percent (50%) of the total number of Board members (evidenced directly by adoption of a resolution at a meeting or by written consultation) for matters falling within the decision-making authority of the Board of Directors;</u> j. <u>Assign Board members to perform duties within the Company's governance functions; monitor and urge Board members in the performance of their corporate governance duties; evaluate the performance of each Board member, committee (if any) and Board of Directors at least once a year, and confirm to the General Meeting of Shareholders that the Board of Directors has achieved satisfactory evaluation results before reappointment or dismissal;</u> l. Other rights and obligations as prescribed by the Law on Enterprises and the Company's Charter.	Points b, e, h, i, j and k added in accordance with Clause 3, Article 31 of the draft SASCO Charter.

No.	Current Regulations	Proposed Amendments / Supplements	Notes
	4. Where the Chairperson of the Board of Directors submits a resignation or is removed from office, the Board of Directors must elect a replacement within ten (10) days from the date of receipt of the resignation or removal decision. 5. Where deemed necessary, the Board of Directors shall decide to appoint a Company Secretary. The Company Secretary has the following rights and obligations: d. Assist the Company in building shareholder relations and protecting the lawful rights and interests of shareholders; ensuring compliance with obligations relating to information provision, disclosure and administrative procedures;	4. Where the Chairperson of the Board of Directors submits a resignation or is <u>dismissed</u> or <u>removed</u> from office, the Board of Directors must elect a replacement within ten (10) days from the date of receipt of the resignation or dismissal/removal decision. 6. Where deemed necessary, the <u>Chairperson</u> of the Board of Directors shall <u>recruit</u> and appoint a Company Secretary to <u>assist the Board of Directors and the Chairperson in performing duties within their respective authority under applicable law and the Company's Charter</u>. The Company Secretary has the following rights and obligations: d. Assist the Company in building shareholder relations and protecting the lawful rights and interests of shareholders; <u>assist the Company in properly complying</u> with its obligations regarding information provision, disclosure and administrative procedures; f. <u>The Company Secretary is responsible for maintaining confidentiality of information in accordance with applicable law and the Company's Charter;</u> and 7. <u>Where deemed necessary and provided that this does not violate any legal prohibition, the Chairperson of the Board of Directors may, on a case-by-case or standing basis, authorize or delegate to one or more other Board members the authority to sign documents on behalf of the Chairperson and perform certain authorities, responsibilities and duties of the Chairperson. Authorized Board members shall be accountable to the Chairperson for the performance of the delegated work.</u>	Amended to conform with Article 31.6 of the Company's Charter; recruitment of the Company Secretary shall be decided by the Chairperson of the Board of Directors. Point f added in accordance with Clause 6, Article 31 of the draft SASCO Charter. Added in accordance with Clause 7, Article 31 of the draft SASCO Charter.
8	Article 8. Removal, Dismissal, Replacement and Addition of Board Members 1. The General Meeting of Shareholders shall remove a Board member in the following case: a. The member no longer satisfies the standards and conditions prescribed in Article 155 of the Law on Enterprises; 4. The Board of Directors must convene a General Meeting of Shareholders to elect additional Board members in the following case:	Article 8. Dismissal, Removal, Replacement and Addition of Board Members 1. The General Meeting of Shareholders shall dismiss a Board member in the following case: a. The member no longer satisfies the standards and conditions prescribed in Article 155 of the Law on Enterprises <u>and Article 28 of the Company's Charter;</u> 4. The Board of Directors must convene a General Meeting of Shareholders to elect additional Board members in the following case:	

No.	Current Regulations	Proposed Amendments / Supplements	Notes
	a. The number of Board members is <u>reduced by more than one-third (1/3) compared with the number prescribed in the Company's Charter</u> . In this case, the Board of Directors must convene the General Meeting of Shareholders within <u>sixty (60)</u> days from the date on which the number of Board members is reduced by more than one-third;	a. The number of remaining Board members and <u>Independent Board Member (in the case of a listed company) is less than the minimum number prescribed by law</u> . In this case, the Board of Directors must convene the General Meeting of Shareholders within <u>thirty (30)</u> days from the date on which the number of members is reduced by more than one-third.	Amended to conform with Clauses 3 and 4, Article 13 of the SASCO Charter.
9	Article 9. Procedures for Election, Removal and Dismissal of Board Members 1. A shareholder or group of shareholders <u>holding ten percent (10%) or more of the total number of ordinary shares</u> shall have the right to nominate candidates to the Board of Directors as follows: 2. The nomination of candidates to the Board of Directors shall be carried out as follows: a. Ordinary shareholders forming a group to nominate candidates to the Board of Directors must notify the shareholders attending the meeting of the formation of such group before the opening of the General Meeting of Shareholders; b. Based on the number of Board members, the shareholder or group of shareholders <u>referred to in this Clause</u> shall be entitled to nominate one or more persons, as determined by the General Meeting of Shareholders, as candidates for the Board of Directors. If the number of candidates nominated by	Article 9. Election, Dismissal and Removal of Board Members 1. A shareholder or group of shareholders <u>holding the following percentages of voting shares</u> shall have the right to nominate candidates to the Board of Directors: a. From 10% to less than 20% of voting shares: entitled to nominate up to one (01) candidate; b. From 20% to less than 30% of voting shares: entitled to nominate up to two (02) candidates; c. From 30% to less than 40% of voting shares: entitled to nominate up to three (03) candidates; d. From 40% to less than 50% of voting shares: entitled to nominate up to four (04) candidates; e. From 50% to less than 60% of voting shares: entitled to nominate up to five (05) candidates; f. From 60% to less than 70% of voting shares: entitled to nominate up to six (06) candidates; g. From 70% or more of voting shares: entitled to nominate up to seven (07) candidates. 2. The nomination of candidates to the Board of Directors shall be carried out as follows: a. Ordinary shareholders forming a group to nominate candidates to the Board of Directors must notify the shareholders attending the meeting of the formation of such group before the opening of the General Meeting of Shareholders; b. Based on the number of Board members, the shareholder or group of shareholders shall be entitled to nominate one or more persons, as determined by the General Meeting of Shareholders, as candidates for the Board of Directors. If the number of candidates nominated by the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate as determined by the General Meeting of	Points a through g added in accordance with Clause 2, Article 26 of the draft SASCO Charter. Amended to conform with Article 11.3 of the SASCO Charter.

No.	Current Regulations	Proposed Amendments / Supplements	Notes
	the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate as determined by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders. 7. The election, removal and dismissal of Board members shall be decided by the General Meeting of Shareholders by voting.	Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders. 4. <u>Where candidates have been identified, the shareholder or group of shareholders must submit the nomination/self-nomination dossier to the Board of Directors within the deadline specified in the Notice of Meeting Invitation so that the Company can make the required public disclosure at least ten (10) days before the opening of the General Meeting of Shareholders.</u> 5. <u>The Board of Directors (or the Human Resources Committee under the Board of Directors, if any) shall be responsible for receiving and reviewing the validity of nomination/self-nomination dossiers. The Board of Directors may refuse to include a candidate in the list submitted to the General Meeting of Shareholders if the candidate does not fully satisfy the standards prescribed in Article 6 of these Regulations, or if the nomination/self-nomination dossier is submitted late or is incomplete as required by law and the Company's Charter.</u> 7. The election, dismissal and removal of Board members shall be decided by the General Meeting of Shareholders by voting <u>or electronic voting (in the case of an online meeting).</u>	Additional provisions clarify the procedures applicable in this case. Online meetings and electronic voting added to conform with the Company's Charter.
10	Article 10. Notice of Election, Removal and Dismissal of Board Members g. A <u>public</u> company must disclose information on the companies in which a candidate currently serves as a Board member, other management positions held by the candidate, and any interests related to such companies, if any. 2. Notice of the results of the election, removal and dismissal of Board members shall be made in accordance with regulations guiding information disclosure.	Article 10. Notice of Election, Dismissal and Removal of Board Members g. The Company must disclose information on the companies in which a candidate currently serves as a Board member, other management positions held by the candidate, and any interests related to the Company of the candidate for the Board of Directors, if any. 2. Notice <u>and disclosure of information</u> on the results of the election, dismissal and removal of Board members shall be made in accordance with regulations guiding information disclosure.	Replace "public company" with "Company".
11	Article 11. Rights and Obligations of the Board of Directors 2. The rights and obligations of the Board of Directors are prescribed by law, the Company's Charter and the General	Article 11. Rights and Obligations of the Board of Directors 2. The rights and obligations of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders.	Amended/supplemented in accordance with Clause 2,

No.	Current Regulations	Proposed Amendments / Supplements	Notes
	Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations: a. Decide on the Company's strategy, medium-term development plan and annual business plan. e) <u>Decide on investment plans and investment projects within its authority and limits prescribed by law;</u> Approve purchase, sale, borrowing, lending and other contracts and transactions with a value of thirty-five percent (35%) or more of the Company's total assets as recorded in the latest financial statements, and contracts and transactions falling within the decision-making authority of the General Meeting of Shareholders under Point d, Clause 2, Article 138, and Clauses 1 and 3, Article 167 of the Law on Enterprises. Elect, remove and dismiss the Chairperson of the Board of Directors; appoint, remove, enter into contracts with and terminate contracts with the Director or Chief Executive Officer and other key managers as prescribed by the <u>Company's Charter</u>; decide their salaries, remuneration, bonuses and other benefits; appoint authorized representatives to participate in Members' Councils and General Meetings of Shareholders of other companies; decide the remuneration and other benefits of such persons; Supervise and direct <u>the Director or</u> Chief Executive Officer and other managers in the day-to-day business operations of the Company;	Specifically, the Board of Directors has the following rights and obligations: a. Decide on the Company's strategy, medium-term development plan and annual business plan. <u>Specifically, the Board of Directors shall organize the preparation of the Company's annual business plan by December 31 of the preceding year or January 31 of the relevant year;</u> b. <u>Provide direction and decide on strategies and policy frameworks for sustainable development, digital transformation and risk governance regulations appropriate to the Company's development context;</u> g. Decide on investments in or sales of assets with a value of less than thirty-five percent (35%) of the Company's total assets as recorded in its latest financial statements; i. Approve purchase, sale, borrowing, lending and other contracts and transactions with a value of <u>thirty-five percent</u> (35%) or more of the Company's total assets as recorded in its latest financial statements, <u>except for</u> contracts and transactions falling within the decision-making authority of the General Meeting of Shareholders <u>under Articles 14 and 44 of the Company's Charter and applicable law.</u> k. Elect, dismiss and remove the Chairperson of the Board of Directors; appoint, dismiss, enter into contracts with and terminate contracts with <u>members of the Executive Board, the Person in Charge of Corporate Governance, the Chief Accountant, members of committees under the Board of Directors</u> and other key managers; decide their salaries, remuneration, bonuses and other benefits; appoint authorized representatives to participate in Members' Councils or General Meetings of Shareholders of other companies; decide their remuneration and other benefits; l. Supervise and direct the Chief Executive Officer and other managers in the day-to-day business operations of the Company;	Article 29 of the draft SASCO Charter, specifically: - Point a amended - Point b added - Point e removed - Point g added - Point i amended - Point k amended - Point l amended

No.	Current Regulations	Proposed Amendments / Supplements	Notes
	Decide on the Company's organizational structure and internal management regulations; decide on the establishment of subsidiaries, branches and representative offices, and capital contributions to or acquisition of shares in other enterprises; o. Submit <u>audited</u> annual financial statements to the General Meeting of Shareholders; Decide to issue the Regulations on the Operation of the Board of Directors and the Internal Regulations on Corporate Governance after approval by the General Meeting of Shareholders; <u>decide to issue the operating regulations of the Audit Committee under the Board of Directors</u> and the Company's Information Disclosure Regulations; 4. Where a resolution or decision adopted by the Board of Directors contravenes the law, a resolution of the General Meeting of Shareholders or the Company's Charter and causes damage to the Company, the members who voted in favor shall be jointly and severally personally liable for such resolution or decision and shall compensate the Company for the damage; members who voted against such resolution or decision shall be exempt from liability. In such case, shareholders of the Company may request a court to suspend implementation of or annul such resolution or decision.	m. Decide on the Company's organizational structure and internal management regulations; decide on the establishment of subsidiaries and <u>dependent units</u>, and capital contributions to or acquisition of shares in other enterprises; o. Submit the annual financial <u>statements for approval</u> to the General Meeting of Shareholders; r. Decide to issue the Regulations on the Operation of the Board of Directors and the Internal Regulations on Corporate Governance after approval by the General Meeting of Shareholders; and decide to issue the Company's Information Disclosure Regulations; s. <u>Determine the list of specific business activities deemed to constitute core business activities as defined in Clause 2, Article 4 of the Company's Charter and the Internal Regulations on Corporate Governance.</u> t. <u>Decide on salaries, bonuses, remuneration and expenses of committees and supporting bodies under the Board of Directors;</u> 4. Where a resolution or decision adopted by the Board of Directors contravenes the law, a resolution of the General Meeting of Shareholders or the Company's Charter and causes damage to the Company, the members who voted in favor shall be jointly and severally personally liable for such resolution or decision and shall compensate the Company for the damage; members who voted against such resolution or decision shall be exempt from liability. In such case, shareholders of the Company may request a court <u>or arbitration</u> to suspend implementation of or annul such resolution or decision. 5. <u>Each Board member shall not be jointly liable for any act or liability of any enterprise manager solely because such enterprise manager was appointed or designated by the Board of Directors and/or nominated or designated by that Board member and/or is a related person of that Board member.</u>	- Point m amended - Point o amended - Point r amended - Points s and t added Amended to conform to the definition of core business activities under the Company's Charter and Internal Regulations on Corporate Governance. Amended in accordance with Clause 4, Article 29 of the draft SASCO Charter. Clause 5 added in accordance with Clause 5, Article 29 of the draft SASCO Charter.

No.	Current Regulations	Proposed Amendments / Supplements	Notes
12	Article 12. Duties and Authority of the Board of Directors in Approving and Executing Contracts and Transactions 1. The Board of Directors approves:	Article 12. Duties and Authority of the Board of Directors in Approving and Entering into Contracts and Transactions 1. The Board of Directors <u>has authority</u> to approve: a. <u>Loans or guarantees specified in Point a, Clause 10, Article 53 of the Company's Charter that do not fall within the authority of the General Meeting of Shareholders;</u> b. <u>Contracts and transactions with a value of less than thirty-five percent (35%) of the Company's total assets as recorded in its latest financial statements, or transactions resulting in an aggregate transaction value incurred within twelve (12) months from the date of the first transaction being less than thirty-five percent (35%) of the Company's total assets as recorded in its latest financial statements, with any of the following parties:</u> (iii) <u>Enterprises related to the persons/entities specified in Clause 2, Article 164 of the Law on Enterprises and Clause 2, Article 42 of the Company's Charter;</u> c. <u>Loan, lending or asset-sale contracts and transactions with a value equal to or less than ten percent (10%) of the Company's total assets as recorded in its latest financial statements between the Company and a Shareholder holding fifty-one percent (51%) or more of the total voting shares, or a Related Person of such Shareholder;</u> d. <u>Other contracts and transactions falling within the approval authority of the Board of Directors under Article 11 of these Regulations, the Company's Charter and applicable law.</u>	Added in accordance with Clause 11, Article 53 of the draft SASCO Charter, specifically: - Point a added - Point b amended - Point c added - Point d added
13	Article 13. Responsibilities of the Board of Directors in Convening an Extraordinary General Meeting of Shareholders 1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases: b. The remaining number of members of the Board of Directors or the Board of Supervisors is lower than the minimum number prescribed by law; c. At the request of a shareholder or group of shareholders as specified in Clause 2, Article 115 of the Law on Enterprises; [...]	Article 13. Responsibilities of the Board of Directors in Convening an Extraordinary General Meeting of Shareholders 1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases: b. The remaining number of members of the Board of Directors, independent Board <u>members, non-executive Board members, or members</u> of the Board of Supervisors is lower than the minimum number prescribed by law; c. At the request of a shareholder or group of shareholders as specified in <u>Clause 2, Article 11 of the Company's Charter;</u> the request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reasons and purpose of the meeting and bearing the signatures of the	Amended in accordance with Clause 3, Article 13 of the draft SASCO Charter, specifically: - Points b, c and f amended

No.	Current Regulations	Proposed Amendments / Supplements	Notes
	f. Other cases as prescribed by law. The Board of Directors must convene the General Meeting of Shareholders within thirty (30) days from the date on which the remaining number of Board members or members of the Board of Supervisors is lower than the minimum number prescribed in the Company's Charter, or from receipt of a request specified in Points c and d of Clause 1 of this Article;	relevant shareholders, or the request may be made in multiple counterparts bearing all required signatures of the relevant shareholders; e. <u>Quarterly, six-month or audited annual financial statements show that the Company's equity has fallen by one-half (1/2) compared with the beginning of the period. Where quarterly, six-month or annual financial statements show that equity has decreased by ten percent (10%) or more compared with the beginning of the period but has not reached the above mandatory threshold, the Chief Executive Officer must submit to the Board of Directors an explanatory report, risk assessment and remediation plan; the Board of Directors must promptly consider remedial measures and decide whether to convene an extraordinary General Meeting of Shareholders when deemed necessary in the interests of the Company;</u> f. Other cases as prescribed by law <u>and the Company's Charter.</u> 2. Convening an Extraordinary General Meeting of Shareholders The Board of Directors must convene the General Meeting of Shareholders within thirty (30) days from the date on which the remaining number of Board members, <u>Independent Directors (in the case of a listed company), non-executive Board members</u> or members of the Board of Supervisors is lower than the minimum number prescribed by the Company's Charter, or from receipt of a request specified in Points c and d of Clause 1 of this Article;	- Point e added Added in accordance with Point a, Clause 4, Article 13 of the draft SASCO Charter.
14	Article 14. Committees Assisting the Board of Directors. 1. The Board of Directors may establish committees under its authority to be responsible for development policies, human resources, remuneration, internal audit and risk management. The number of committee members shall be decided by the Board of Directors and must be at least three (03), including Board members and external members. The activities of a committee must comply with the regulations of the Board of Directors. A committee resolution shall only take effect when approved by a majority of members attending and voting at the committee meeting.	Article 14. Committees Assisting the Board of Directors 1. The Board of Directors may establish committees under its authority to be responsible for development policies, human resources, remuneration, internal audit and risk management. The number of committee members shall be decided by the Board of Directors and must be at least three (03), including Board members and external members. <u>Independent Directors (in the case of a listed company) / non-executive Board members should constitute a majority of the committee, and one of these members shall be appointed as Chair of the committee by decision of the Board of Directors.</u> The activities of a committee must comply with the regulations and directions of the Board of Directors. A committee resolution shall only take effect when approved by a majority of members attending and voting at the committee meeting. 2. <u>The Board of Directors may issue operating regulations for each committee, clearly specifying its composition, term of office, scope of</u>	Clause 1 amended in accordance with Clause 1, Article 36 of the draft SASCO Charter. Mechanism added to enable the Board of Directors to make

No.	Current Regulations	Proposed Amendments / Supplements	Notes
		<u>work, access to information, budget, meeting and voting mechanisms, handling of conflicts of interest, and reporting regime. Committees shall perform advisory, review and recommendation functions and shall not replace or transfer the decision-making authority or responsibilities of the Board of Directors; dissenting views must be fully reported to the Board of Directors.</u>	effective use of and enhance the role of its assisting committees.
15	Article 15. Meetings of the Board of Directors 3. The Chairperson of the Board of Directors shall convene a Board meeting in the following cases: a. At the request of the Board of Supervisors or an Independent Director; b. At the request of the <u>Director or</u> Chief Executive Officer or at least five (05) other managers; 7. Notice of invitation to a Board meeting may be sent by <u>invitation letter</u>, telephone, fax, <u>electronic means</u> or other methods and must be delivered to the registered contact address of each Board member. 8. The Chairperson of the Board of Directors or the person convening the meeting shall send the meeting invitation and accompanying materials to members of the Board of Supervisors in the same manner as to Board members. 13. Members must fully attend Board meetings. A member may authorize another person to attend and vote if approved by a majority of Board members. 14. A Board resolution or decision shall be passed if approved by a majority of members attending the meeting; in the event of an equal number of votes, the final decision shall be that of the Chairperson of the Board of Directors.	Article 15. Meetings of the Board of Directors 3. The Chairperson of the Board of Directors shall convene a Board meeting in the following cases: a. At the request of the Board of Supervisors or an Independent Director (<u>in the case of a listed company</u>); b. At the request of the Chief Executive Officer or at least five (05) other managers; d. Where requested by the independent audit firm conducting the Company's financial statement audit, the Chairperson of the Board of Directors must convene a Board meeting to discuss the audit report and the Company's situation; e. Other cases as prescribed by the Company's Charter. 7. Notice of invitation to a Board meeting may be sent by <u>post</u>, telephone, fax, <u>email</u> or other methods and must be delivered to the registered contact address of each Board member. 8. The Chairperson of the Board of Directors or the person convening the meeting shall send the meeting invitation and accompanying materials to members of the Board of Supervisors and <u>the Chief Executive Officer who is not a Board member</u> in the same manner as to Board members. 13. Members must fully attend Board meetings. A member may authorize another person to attend and vote if approved by a majority of Board members. <u>The authorization to attend and vote must be made in writing.</u> 14. A Board resolution or decision shall be passed if approved by a majority of members attending the meeting (<u>more than 50%</u>); in the event of an equal number of votes, the final decision shall be that of the Chairperson of the Board of Directors.	Added in accordance with Clause 4, Article 32 of the draft SASCO Charter, specifically: - Points a and b amended - Points d and e added Added in accordance with Clause 7, Article 32 of the draft SASCO Charter. Added in accordance with Clause 14, Article 33 of the draft SASCO Charter.

No.	Current Regulations	Proposed Amendments / Supplements	Notes
		15. <u>Voting in cases involving a conflict of interest shall be conducted in accordance with the Company's Charter and the law on enterprises.</u>	Clause 15 added
16	Article 16. Minutes of Board Meetings 1. Board meetings must be recorded in minutes and may be audio-recorded, recorded and stored in other electronic forms. Minutes must be prepared in Vietnamese and may also be prepared in a foreign language, containing the following principal contents: d. Full names of each member attending the meeting or authorized attendee, and the manner of attendance; full names of members not attending and the reasons; i. Full names and signatures of the chairperson and minute-taker, except as provided in Clause 2. 2. Where the chairperson or minute-taker refuses to sign the minutes, the minutes shall nevertheless be valid if all other Board members attending the meeting sign the minutes and the minutes contain all contents required under Points a, b, c, d, đ, e, g and h of Clause 1. 4. Board meeting minutes and materials used at the meeting must be kept at the Company's head office.	Article 16. Minutes of Board Meetings 1. Board meetings must be recorded in minutes and may be audio-recorded, recorded and stored in other electronic forms. <u>The Chairperson of the Board of Directors is responsible for sending the Board meeting minutes to the members, and such minutes shall constitute authentic evidence of the matters conducted at the meeting unless an objection to the contents of the minutes is raised within ten (10) days from the date of delivery.</u> Minutes must be prepared in Vietnamese and may also be prepared in a foreign language, containing the following principal contents: d. Full names of each member attending the meeting or authorized attendee, and full names of members not attending and the reasons; i. Full names and signatures of the chairperson and minute-taker, except as provided in Clause 2. 2. Where the chairperson or minute-taker refuses to sign the minutes, the minutes shall nevertheless be valid if all other Board members attending the meeting <u>agree to approve</u> and sign the minutes and the minutes contain all contents required under Points a, b, c, d, e, f, g and h of Clause 1. <u>The minutes must clearly state that the chairperson or minute-taker refused to sign. Persons signing the minutes shall be jointly responsible for the accuracy and truthfulness of the contents of the Board meeting minutes. The chairperson and minute-taker shall bear personal liability for any damage caused to the enterprise by refusing to sign the minutes in accordance with the Law on Enterprises, the Company's Charter and relevant laws.</u> 4. Board meeting minutes and materials used at the meeting must be kept at the Company's head office. <u>Provision, extraction or copying of Board meeting minutes for organizations or individuals other than Board members and members of the Board of Supervisors requires the consent of the Chairperson of the Board of Directors in order to ensure the confidentiality of the Company's internal information.</u> 6. <u>Matters approved by more than fifty percent (50%) of the members attending the Board meeting and recorded in the minutes must be formalized into a Board resolution for approval.</u>	Amended in accordance with Clause 1, Article 33 of the draft SASCO Charter. Amended in accordance with Clause 4, Article 33 of the draft SASCO Charter. Added in accordance with Clause 7, Article 33 of the draft SASCO Charter.
17	No provision in the previous Regulations	<u>Article 17. Written Consultation of Board Members</u>	

No.	Current Regulations	Proposed Amendments / Supplements	Notes
		<u>Where necessary, the Chairperson of the Board of Directors may obtain written opinions from Board members to approve matters within the Board's authority according to the following procedures:</u> <u>1. Send the voting form together with relevant documents and the draft resolution to Board members. The voting form must clearly specify each matter, voting option, response deadline, supporting documents and a verifiable method of delivery and receipt.</u> <u>2. Board members shall vote as requested by the Chairperson of the Board of Directors and return the completed voting form within the deadline stated therein.</u> <u>3. The Chairperson of the Board of Directors shall appoint a Vote Counting Committee to verify the voting results of Board members.</u> <u>4. A Board resolution shall be passed by written consultation if approved by more than fifty percent (50%) of Board members entitled to vote; in the event of an equal number of votes, the final decision shall be that of the Chairperson of the Board of Directors. A member with a related interest shall not vote on a matter involving a conflict of interest.</u> <u>5. Failure to return the voting form within the stated deadline shall be deemed non-participation in the vote.</u> <u>6. The vote-counting results must be recorded in vote-counting minutes and retained together with the resolution dossier.</u> <u>7. Based on the vote-counting results, the Chairperson of the Board of Directors, on behalf of the Board, shall sign and issue the Board resolution on matters approved by Board members. A Board resolution adopted by written consultation shall have the same effect and validity as a resolution approved by Board members at a duly convened and properly conducted meeting.</u>	Added in accordance with Clause 16, Article 32 of the draft SASCO Charter.
18	Article 18. Submission of Annual Reports 1. At the end of the financial year, the Board of Directors must submit the following reports to the General Meeting of Shareholders:	Article 18. Submission of Annual Reports 1. At the end of the financial year, the Board of Directors must submit the following reports to the General Meeting of Shareholders: a. The Board of Directors' activity report as prescribed in Point c, Clause 3, Article 139 of the Law on Enterprises and the Company's Charter, which must include the following contents: (i) Remuneration, operating expenses and other benefits of the Board of Directors and each Board member as prescribed in Clause 3, Article 163 of the Law on Enterprises and the Company's Charter; (ii) Summary of Board meetings and Board decisions; (iii) Report on transactions between the Company, its subsidiaries, and	Supplemented on the basis of Articles 278 and 280 of Decree No. 155/2020/ND-CP

No.	Current Regulations	Proposed Amendments / Supplements	Notes
		companies over which a public company exercises control of more than fifty percent (50%) of charter capital, and Board members and their related persons; and transactions between the Company and companies in which a Board member is a founding member or an enterprise manager during the three (03) years immediately preceding the transaction; (iv) Activities of Independent Directors and the assessment results of each Independent Director regarding the performance of the Board of Directors (for listed companies); (v) Activities of other committees under the Board of Directors (if any); (vi) Results of supervision of the Chief Executive Officer (Director); (vii) Results of supervision of other executives; (viii) Future plans.	
19	Article 19. Remuneration, Bonuses and Other Benefits of Board Members 3. The remuneration of each Board member shall be accounted for as a business expense of the Company in accordance with corporate income tax laws, presented as a separate item in the Company's annual financial statements and reported to the General Meeting of Shareholders at the annual meeting.	Article 19. Remuneration, Bonuses and Other Benefits of Board Members 3. The remuneration of each Board member and Board committee shall be accounted for as a business expense of the Company in accordance with corporate income tax laws, presented as a separate item in the Company's annual financial statements and reported to the General Meeting of Shareholders at the annual meeting. 4. <u>A Board member holding an executive position, a Board member serving on a Board committee (if any), or a Board member performing other work beyond the ordinary duties of a Board member may receive additional remuneration in the form of a lump-sum payment per assignment, salary, commission, profit-sharing percentage or another form, pursuant to a resolution of the Board of Directors.</u>	Clause 3 amended in accordance with Clause 4, Article 30 of the draft SASCO Charter. Clause 4 added in accordance with Clause 5, Article 30 of the draft SASCO Charter.
20	Article 20. Disclosure of Related Interests 3. A Board member who, in his/her own name or in the name of another person, undertakes work in any form within the scope of the Company's business activities must explain the nature and content of such work to the Board of Directors and may only undertake such work upon approval by the majority of the remaining Board members; if such work is carried out without declaration or without the approval of the Board of Directors, all income derived from such activities shall belong to the Company.	Article 20. Disclosure of Related Interests 3. A Board member who, in his/her own name or in the name of another person, undertakes work in any form within the scope of the Company's business activities must explain the nature and content of such work to the Board of Directors and may only undertake such work upon approval by <u>more than fifty percent (50%) of the total number</u> of remaining Board members; if such work is carried out without declaration or without the approval of the Board of Directors, all income derived from such activities shall belong to the Company.	Amended in accordance with Clause 5, Article 42 of the draft SASCO Charter.

No.	Current Regulations	Proposed Amendments / Supplements	Notes
21	Article 22. Relationship with the Board of Management In its governance role, the Board of Directors issues resolutions for the Chief Executive Officer and the executive apparatus to implement. At the same time, the Board of Directors inspects and supervises the implementation of such resolutions.	Article 22. Relationship with the Board of Management 1. The relationship between the Board of Directors and the Board of Management is a coordination relationship based on the coordination principles prescribed in Article 6 of the Internal Regulations on Corporate Governance. 2. The Board of Directors, the Board of Management and the Chief Executive Officer shall coordinate based on the following principles: a. The convening of meetings, issuance of meeting invitations, preparation of minutes and notification of meeting results among the Board of Directors, Board of Management and Chief Executive Officer must be made in writing and retained in the corporate governance records; b. Board resolutions and decisions shall be promptly sent to the Chief Executive Officer, except for information whose access is restricted by law; c. The Chief Executive Officer shall organize the implementation of Board resolutions and decisions and report on progress, difficulties, risks and remedial measures; d. The Chief Executive Officer or another person/entity authorized under the Company's Charter may request the convening of a Board meeting and clearly state the matters to be considered; e. The Chief Executive Officer shall provide periodic and ad hoc reports and governance information at the request of the Board of Directors; f. The Board of Directors shall direct, inspect and supervise the implementation of resolutions, the delegation and authorization granted to the Chief Executive Officer, and day-to-day business activities falling within the Chief Executive Officer's authority; g. The list of reports, data, deadlines, points of contact and methods for providing information must be standardized to ensure completeness, accuracy, timeliness and confidentiality; h. The parties shall coordinate in controlling compliance, managing risks, handling related-party transactions and conflicts of interest, and making information disclosures.	Additional specific principles governing the Board of Directors' coordination mechanism.
22	Article 23. Relationship with the Board of Supervisors 1. The relationship between the Board of Directors and the Board of Supervisors is a coordination relationship. The working relationship between the Board of Directors and the Board of Supervisors or Audit Committee shall be based on the principles of equality and independence, while	Article 23. Relationship with the Board of Supervisors 1. The relationship between the Board of Directors and the Board of Supervisors is a coordination relationship <u>based on the coordination principles prescribed in Article 6 of the Internal Regulations on Corporate Governance</u>. The working relationship between the Board of Directors and the Board of Supervisors or Audit Committee shall be based on the	Clarifies the principles; the Board of Directors may issue more detailed coordination regulations.

No.	Current Regulations	Proposed Amendments / Supplements	Notes
	maintaining close coordination and mutual support in performing their duties.	principles of equality and independence, while maintaining close coordination and mutual support in performing their duties.	
23	Article 24. Effectiveness The Regulations on the Operation of the Board of Directors of Tan Son Nhat Airport Services Joint Stock Company consist of seven (07) Chapters and twenty-four (24) Articles and shall take effect from/...../2026.	Article 24. Effectiveness The Regulations on the Operation of the Board of Directors of Southern Airports Services Joint Stock Company consist of seven (07) Chapters and twenty-four (24) Articles and shall take effect from/...../2026. <u>The Board of Directors shall be responsible for organizing the implementation of and publishing these Regulations on the Company's website. Any amendment or supplement to these Regulations shall fall within the authority of the General Meeting of Shareholders and shall be carried out in accordance with applicable law and the Company's Charter.</u>	Based on the authority provisions under Clause 4, Article 278 of Decree No. 155/2020/ND-CP.

No.: /SASCO-HDQT

Ho Chi Minh City, 2026.

DRAFT

PROPOSAL

**Re “Amendments and Supplements to the Working Regulations of
the Board of Supervisors”**

To: GENERAL MEETING OF SHAREHOLDERS

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019;*
- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Decree No. 245/2025/ND-CP dated 11 September 2025 of the Government detailing amendments and supplements to certain articles of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Proposal No. -2026/SASCO-HDQT dated September 2026 of the Board of Directors regarding amendments and supplements to the Charter on Organization and Operation of Southern Airports Services Joint Stock Company (“SASCO”);*

In order to ensure legal consistency among relevant internal governance documents when the Company amends and supplements the Charter on Organization and Operation, the Board of Supervisors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Working Regulations of the Board of Supervisors in accordance with the list of proposed amendments and supplements attached to this Proposal.

Respectfully submitted for the General Meeting's consideration and approval.

Respectfully yours.

**ON BEHALF OF
THE SUPERVISORY BOARD
HEAD OF THE BOARD**

LUU QUOC HOANG

PROPOSED AMENDMENTS AND SUPPLEMENTS TO THE 2021 REGULATIONS ON THE ORGANIZATION AND OPERATION OF THE SUPERVISORY BOARD

DRAFT

No.	Current Regulations	Proposed amendments and supplements	Notes
1		Pursuant to the Law on Securities dated 26 November 2019 (as amended and supplemented); Pursuant to the Law on Enterprises dated 17 June 2020 (as amended and supplemented); Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities (as amended and supplemented); Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Minister of Finance providing guidance on certain matters relating to corporate governance applicable to public companies; Pursuant to the Charter on the Organization and Operation of Southern Airports Services Joint Stock Company; Pursuant to Resolution of the General Meeting of Shareholders No.-NQ/SASCO-DHDCD-2026 dated 2026; The Supervisory Board has developed the Regulations on the Operation of SASCO's Supervisory Board, which were approved by the General Meeting of Shareholders under Resolution No. - NQ/SASCO-DHDCD-2026 dated 2026; The Regulations on the Operation of SASCO's Supervisory Board comprise the following provisions:	Supplement the legal basis for promulgation of the Regulations.
2	Article 1. Interpretation of terms 2. Other terms and expressions used in these Regulations shall have the meanings ascribed to them in the Charter on the Organization and Operation of Southern Airports Services Joint Stock Company and the law.	Article 1. Interpretation of terms 2. Other terms and expressions used in these Regulations shall have the meanings prescribed in <u>the Internal Regulations on Corporate Governance, the Company Charter and relevant laws.</u> 3. <u>Principle of application: These Regulations shall be applied consistently with applicable laws, the Company Charter and the Internal Regulations on Corporate Governance. In the event of any inconsistency, the document having higher legal validity shall prevail; the Supervisory Board shall promptly submit to the General Meeting of Shareholders any proposed amendments to these Regulations in respect of matters falling within the authority of the General Meeting of Shareholders.</u>	Amended to ensure consistency of definitions with the Internal Regulations on Corporate Governance.
3	Article 3. Principles of organization and operation	Article 3. Principles of organization and operation	

No.	Current Regulations	Proposed amendments and supplements	Notes
	2. The Supervisory Board shall perform its assigned rights and duties honestly and prudently with a view to ensuring the maximum lawful interests of the Company and its Shareholders.	2. The Supervisory Board shall perform its assigned rights and duties <u>independently, objectively</u> , honestly, prudently and <u>loyally</u> with a view to ensuring the maximum lawful interests of the Company and its Shareholders.	The terms "independently, objectively" are added because SASCO is a public company; the term "loyally" is added in accordance with Clause 3, Article 51 of the Charter.
4	Article 4. Rights, obligations and responsibilities of members of the Supervisory Board 4. Promptly, fully and accurately notify the Board of Directors of any interests that may give rise to conflicts which they may have in economic organizations or other personal transactions, and only make use of such opportunities after they have been reviewed and approved by the Board of Directors. 7. Where a member of the Supervisory Board is found to have breached his/her assigned rights and obligations, written notice must be given to the Supervisory Board, requiring the person committing the breach to cease the violation and take measures to remedy its consequences.	Article 4. Rights, obligations and responsibilities of members of the Supervisory Board 4. Notify <u>in writing</u> promptly, fully and accurately to the Board of Directors and the Supervisory Board of any interests that may give rise to conflicts which they may have in economic organizations or other personal transactions <u>within seven (07) working days from the date on which the relevant interest arises</u> and only make use of such opportunities after they have been reviewed and approved by the Board of Directors. 7. Where a member of the Supervisory Board is found to have breached his/her assigned rights and obligations, <u>the person discovering such breach</u> must give written notice to the <u>Board of Directors and the Supervisory Board</u>, requiring the person committing the breach to cease the violation and take measures to remedy its consequences.	Supplemented in accordance with Articles 42.2, 42.3 and 53 of the Company Charter. Supplemented in accordance with Clause 7, Article 51 of the Draft SASCO Charter.
5	Article 5. Organizational structure of the Supervisory Board 1. The Supervisory Board shall comprise three members, including one (01) Head of the Supervisory Board; the term of office of a member of the Supervisory Board shall not exceed five (05) years; and members may be re-elected for an unlimited number of terms.	Article 5. Organizational structure of the Supervisory Board 1. The Supervisory Board shall comprise three <u>(03)</u> members, including one (01) Head of the Supervisory Board; the term of office of a member of the Supervisory Board shall not exceed five (05) years and members may be re-elected for an unlimited number of terms.	The number of members is stated in both words and figures; punctuation is revised for grammatical consistency.
6	Article 7. Head of the Supervisory Board 3. Rights and duties of the Head of the Supervisory Board: In addition to organizing and implementing the powers and duties prescribed in Articles 12 and 13 of these Regulations, the specific powers and duties of the Head of the Supervisory Board are as follows: b. Convene and chair meetings of the Supervisory Board; d. On behalf of the Supervisory Board, convene <u>extraordinary</u> meetings of the Board of Directors in accordance with the Law on Enterprises and the Company Charter;	Article 7. Head of the Supervisory Board 3. Rights and duties of the Head of the Supervisory Board: In addition to organizing and implementing the powers and duties prescribed in Articles 12 and 13 of these Regulations, the specific powers and duties of the Head of the Supervisory Board are as follows: b. Convene and <u>chair</u> meetings of the Supervisory Board; d. On behalf of the Supervisory Board, <u>request the Chairperson of the Board of Directors</u> to convene a meeting of the Board of Directors in accordance with the Law on Enterprises and the Company Charter;	Revised to comply with Articles 157.3 and 157.4 of the Law on Enterprises; Articles 32.4 and 32.5 of the Company Charter.

No.	Current Regulations	Proposed amendments and supplements	Notes
	e. <u>On behalf of the Supervisory Board, replace the Chairperson of the Board of Directors in convening meetings of the Board of Directors in accordance with the Law on Enterprises and the Company Charter;</u> f. Prepare and sign reports of the Supervisory Board for submission to the General Meeting of Shareholders;	e. <u>On behalf of the Supervisory Board, replace the Chairperson of the Board of Directors in convening meetings of the Board of Directors in accordance with the Law on Enterprises and the Company Charter;</u> f. Prepare and sign reports of the Supervisory Board <u>after consulting the Board of Directors, to</u> submit to the General Meeting of Shareholders;	Supplemented in accordance with Article 47.2(c) of the Company Charter.
7	Article 8. Nomination and candidacy for membership of the Supervisory Board 1. A shareholder or group of shareholders owning 10% or more of the total ordinary shares shall have the right to nominate candidates to the Supervisory Board. 2. Nomination and candidacy for membership of the Supervisory Board b. Based on the number of members of the Supervisory Board, a shareholder or group of shareholders <u>specified in this Clause</u> shall be entitled to nominate one or more persons in accordance with Clause 1, Article 8 of these Regulations <u>and the decision of the General Meeting of Shareholders</u> as candidates for the Supervisory Board. Where the number of candidates nominated by a shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate under Clause 1, Article 8 of these Regulations <u>and the decision of the General Meeting of Shareholders</u>, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board and other shareholders.	Article 8. Nomination and candidacy for membership of the Supervisory Board 1. A shareholder or group of shareholders holding at least ten percent (10%) of the total ordinary shares shall have the right to nominate candidates to the Supervisory Board, <u>specifically as follows:</u> a. <u>From 10% to less than 20% of the voting shares: entitled to nominate a maximum of 01 (one) candidate;</u> b. <u>From 20% to less than 30% of the voting shares: entitled to nominate a maximum of 02 (two) candidates;</u> c. <u>From 30% to less than 40% of the voting shares: entitled to nominate a maximum of 03 (three) candidates;</u> d. <u>From 40% to less than 50% of the voting shares: entitled to nominate a maximum of 04 (four) candidates;</u> e. <u>From 50% to less than 60% of the voting shares: entitled to nominate a maximum of 05 (five) candidates;</u> f. <u>From 60% to less than 70% of the voting shares: entitled to nominate a maximum of 06 (six) candidates;</u> g. <u>From 70% or more of the voting shares: entitled to nominate a maximum of 07 (seven) candidates.</u> 2. Nomination and candidacy for membership of the Supervisory Board b. Based on the number of members of the Supervisory Board, a shareholder or group of shareholders shall be entitled to nominate one or more persons in accordance with <u>Clause 1, Article 8 of these Regulations</u> as candidates for the Supervisory Board. Where the number of candidates nominated by a shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate under <u>Clause 1, Article 8 of these Regulations</u>, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board and other shareholders.	Supplemented in accordance with Clause 1, Article 45 of the Draft SASCO Charter.

No.	Current Regulations	Proposed amendments and supplements	Notes
8	Article 12. Rights, obligations and responsibilities of the Supervisory Board 1. The Supervisory Board shall supervise the Board of Directors and the General Director in the management and administration of the Company and the compliance with law in all activities. 14. Upon detecting any violation of law and/or breach of the responsibilities of Company managers prescribed in Article 41 of the SASCO Charter by members of the Board of Directors, the General Director or other managerial officers, the Supervisory Board must notify the Board of Directors in writing, requiring the person committing the violation to cease such violation and take measures to remedy its consequences. 16. The Supervisory Board shall have the right to use independent consultants, the internal audit department and SASCO's internal inspection and control system to perform its assigned duties. Where necessary, the Head of the Supervisory Board shall request the Chairperson of the Board of Directors and the General Director to approve the use of Company employees for implementation of the Board's work program. 17. The Supervisory Board <u>may</u> consult the Board of Directors before submitting reports, conclusions and recommendations to the General Meeting of Shareholders.	Article 12. Rights, obligations and responsibilities of the Supervisory Board 1. The Supervisory Board shall supervise <u>the Company's financial position and the compliance with law by</u> the Board of Directors and the Chief Executive Officer in the management and administration of the Company. 2. Be accountable to the Shareholders for its supervisory activities. 3. Ensure coordination with the Board of Directors, the Chief Executive Officer and the Shareholders. 4. Develop the Regulations on the Operation of the Supervisory Board and submit them to the General Meeting of Shareholders for approval. 5. Report at meetings of the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government. 6. Have access to records and documents of the Company kept at its head office, branches and other locations; and have the right to access the workplaces of Managers and employees of the Company during working hours. 14. Upon detecting any violation of law and/or breach of the responsibilities of Company managers <u>and/or violation of</u> the SASCO Charter by members of the Board of Directors, the Chief Executive Officer or other managerial officers, the Supervisory Board must notify the Board of Directors in writing <u>within forty-eight (48) hours</u>, requiring the person committing the violation to cease such violation and take measures to remedy its consequences. 16. The Supervisory Board shall have the right to use independent consultants, the internal audit function and SASCO's internal inspection and control systems to perform its assigned duties. Where necessary, the Head of the Supervisory Board shall request the Chairperson of the Board of Directors and the Chief Executive Officer to approve the use of Company officers and employees for implementation of the Supervisory Board's work program. Such use must be within the annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders and must comply with SASCO's administrative, safety and confidentiality procedures; the cooperation of the Chairperson of the Board of Directors and the Chief Executive Officer shall not be conditional upon their approval of the contents, conclusions or recommendations of the Supervisory Board and shall not unreasonably delay or obstruct its supervisory activities.	Clauses 2 to 6 of Article 12 have been supplemented in accordance with Article 48 of the Draft SASCO Charter. Amended in accordance with Clause 5, Article 48 of the Draft SASCO Charter. The provisions alongside are supplemented to ensure appropriate budgeting and coordination among the relevant bodies and departments.

No.	Current Regulations	Proposed amendments and supplements	Notes
	21. Propose and recommend that the General Meeting of Shareholders approve the list of approved independent audit firms to audit SASCO's financial statements; the approved audit firm to inspect SASCO's operations where deemed necessary; audit fees and all related matters.	17. The Supervisory Board shall consult the Board of Directors before submitting reports, conclusions and recommendations to the General Meeting of Shareholders. 21. Propose and recommend that the General Meeting of Shareholders approve the list of approved independent audit organizations to audit SASCO's Financial Statements; the approved audit organization to inspect SASCO's operations where deemed necessary; <u>dismiss an approved auditor where deemed necessary</u>; audit fees and all related matters.	Supplemented in accordance with Clause 1, Article 48 of the Draft SASCO Charter.
9	Article 13. Right of the Supervisory Board to be provided with information 1. Documents and information shall be provided to members of the Supervisory Board at the same time and in the same manner as those provided to members of the Board of Directors, including: c. Reports submitted by the General Director to the Board of Directors or other documents issued by SASCO; 3. To be provided with the tools and facilities necessary for inspection activities and shall have the right to request managers of the Company's Branches, Divisions and Departments to provide data, documents, information and explanations regarding activities as required for supervisory work. 4. The Board of Directors, the General Director and other managers must fully, accurately and promptly provide information and documents relating to the management, administration and business activities of SASCO at the request of a member of the Supervisory Board or the Supervisory Board.	Article 13. Right of the Supervisory Board to receive information 1. Documents and information shall be provided to members of the Supervisory Board at the same time and in the same manner as those provided to members of the Board of Directors, including: c. Reports submitted by the Chief Executive Officer to the Board of Directors; management reports of the Board of Directors; accounting books, accounting documents, financial statements, management reports, audit reports, files relating to transactions with Related Persons, relevant contracts and decisions; documents regarding the business and financial activities of SASCO, its affiliated units, branches and subsidiaries; and/or other documents issued by SASCO or reasonably necessary for the performance of the duties of the Supervisory Board; 3. <u>Members of the Supervisory Board</u> shall be provided with the tools and facilities necessary for inspection activities and shall have the right to request the heads of the Company's Branches, Departments and Divisions to provide data, documents, information and explanations regarding activities as required for supervisory work. 4. The Board of Directors, the Chief Executive Officer and other managers must fully, accurately and promptly provide information and documents relating to the management, administration and business activities of SASCO at the request of a member of the Supervisory Board or the Supervisory Board. <u>When requesting such provision, the member of the Supervisory Board must state the reason in the written request.</u>	Supplemented to align with Article 48.16(a) of the Company Charter.
10	Article 15. Responsibility of the Supervisory Board for convening extraordinary meetings of the General Meeting of Shareholders 1. The Supervisory Board shall be responsible for convening a meeting of the General Meeting of Shareholders in place of the Board of Directors within 30 days where the Board of Directors fails to convene	Article 15. Responsibility of the Supervisory Board for convening extraordinary meetings of the General Meeting of Shareholders 1. The Supervisory Board shall be responsible for convening a meeting of the General Meeting of Shareholders in place of the Board of Directors within thirty (30) days where the Board of Directors fails to	

No.	Current Regulations	Proposed amendments and supplements	Notes
	a meeting of the General Meeting of Shareholders in any of the following circumstances: a. The remaining number of members of the Board of Directors or the Supervisory Board falls below the number required by law;	convene a meeting of the General Meeting of Shareholders in any of the following circumstances: a. The remaining number of members of the Board of Directors, non-executive members of the Board of Directors or members of the Supervisory Board falls below the number required by law; 2. <u>Where quarterly, six (06)-month or annual financial statements reflect that shareholders' equity has decreased by ten percent (10%) or more compared with the opening balance but has not yet reached the threshold requiring the convening of a meeting under the Company Charter, the Supervisory Board shall have the right to investigate the reasons, require the Chief Executive Officer to provide an explanation and submit remedial measures, and at the same time recommend that the Board of Directors convene, or request the convening of, an Extraordinary General Meeting of Shareholders where deemed necessary in the interests of SASCO.</u>	Supplemented in accordance with Point b, Clause 4, Article 13 of the Draft SASCO Charter. Proposed to be supplemented in order to establish an early-warning mechanism and the right to make recommendations where shareholders' equity decreases by ten percent (10%) or more.
11	Article 17. Meetings of the Supervisory Board 1. The Supervisory Board shall meet at least two (02) times per year and may convene extraordinary meetings to promptly deal with unexpected matters. Meetings of the Supervisory Board shall be convened and chaired by the Head of the Board. The number of members attending a meeting shall be at least two-thirds (2/3) of the members of the Supervisory Board.	Article 17. Meetings of the Supervisory Board 1. The Supervisory Board shall meet at least two (02) times per year and may convene extraordinary meetings to promptly deal with unexpected matters. Meetings of the Supervisory Board shall be convened and chaired by the Head of the Supervisory Board. <u>A meeting of the Supervisory Board shall be conducted where</u> the number of members attending the meeting is at least two-thirds (2/3) of the members of the Supervisory Board.	The title "Head of the Supervisory Board" is standardized; the two-thirds (2/3) ratio is clarified as a condition for conducting a meeting.
12	Article 18. Adoption of decisions of the Supervisory Board 3. Where the Supervisory Board obtains written opinions for the purpose of adopting a decision on a matter, such decision shall be deemed to have the same validity as a decision adopted by members of the Supervisory Board at a duly convened and conducted meeting.	Article 18. Adoption of decisions of the Supervisory Board 3. Where the Supervisory Board obtains written opinions for the purpose of adopting a decision on a matter, such decision <u>shall be adopted if approved by more than fifty percent (50%) of the members of the Supervisory Board entitled to vote; in the event of an equality of votes, the final decision shall follow the opinion of the Head of the Supervisory Board or the member authorized by the Head of the Supervisory Board. A decision of the Supervisory Board adopted by way of written consultation shall be deemed to have the same validity as a decision adopted by members of the Supervisory Board at a duly convened and conducted meeting.</u>	Proposed to supplement the approval threshold for decisions of the Supervisory Board adopted by way of written consultation, consistent with the approval threshold applicable at meetings of the Supervisory Board under Clause 2, Article 18 of these Regulations.
13	Article 19. Minutes of meetings of the Supervisory Board	Article 19. Minutes of meetings of the Supervisory Board	

No.	Current Regulations	Proposed amendments and supplements	Notes
	1. Minutes of meetings of the Supervisory Board shall be prepared in detail and clearly in Vietnamese and must be signed by all members of the Supervisory Board attending the meeting. The minutes shall include: e. Conclusions on each matter.	1. Minutes of meetings of the Supervisory Board shall be prepared in detail and clearly in Vietnamese and must be signed by <u>the minute-taker and</u> all members of the Supervisory Board attending the meeting. The minutes shall include: e. <u>Voting results for each matter, the number of votes in favor, against and abstentions; the opinion of each member, any reservation of opinion, any conflict of interest disclosed (if any); and conclusions and recommendations in respect of each matter.</u>	Supplemented in accordance with Clause 1, Article 49 of the Draft SASCO Charter. Supplemented to clarify the matters discussed at the meeting and the conclusions.
14	Article 20. Submission of annual reports 5. A report assessing transactions between SASCO, its subsidiaries and other companies in which SASCO holds more than fifty percent (50%) of the charter capital and members of the Board of Directors, the General Director and related persons of such members; transactions between SASCO and a company in which a member of the Board of Directors is a founding member or manager of the enterprise during the 03 years immediately preceding the transaction.	Article 20. Submission of annual reports 5. A report assessing transactions between SASCO, its subsidiaries and other companies in which SASCO holds control over more than fifty percent (50%) of the charter capital, and members of the Board of Directors, the Chief Executive Officer and persons related to such members; and transactions between SASCO and companies in which a member of the Board of Directors, the Chief Executive Officer or another executive has been a founding member or manager during the three (03) years preceding the transaction.	
15	Article 22. Disclosure of related interests 1. Members of the Supervisory Board of the Company must declare information relating to their personal interests, including: b. The name, enterprise identification number, registered head-office address and business lines of enterprises in which their related persons are owners, joint owners or sole owners of capital contributions or shares representing more than 10% of the charter capital.	Article 22. Disclosure of related interests 1. Members of the Supervisory Board of the Company must declare to <u>SASCO their related interests</u> , including: b. The name, enterprise registration number, head-office address and business lines of enterprises in which their Related Persons are owners or jointly or individually own capital contributions or shares representing more than <u>ten percent</u> (10%) of charter capital.	Amended in accordance with Clause 2, Article 42 of the Draft SASCO Charter.
16	Article 25. Relationship with the Board of Directors 2. Coordinate closely with the Board of Directors in the course of the Board of Directors' activities.	Article 25. Relationship with the Board of Directors 2. <u>The Supervisory Board</u> shall coordinate closely with the Board of Directors in the course of the Board of Directors' activities.	The subject of the provision is added to avoid ambiguity as to the party responsible for performing the obligation.
17	Article 27. Effectiveness The Regulations on the Organization and Operation of the Supervisory Board of Southern Airports Services Joint Stock Company comprise six (06) Chapters and twenty-seven (27) Articles and shall take effect from 2021.	Article 27. Effectiveness The Regulations on the Organization and Operation of the Supervisory Board of Southern Airports Services Joint Stock Company comprise six (06) Chapters and twenty-seven (27) Articles and shall take effect from 2026. <u>Any amendment or supplement to these Regulations must be approved by the General Meeting of Shareholders on the basis of a draft prepared by the Supervisory Board.</u>	Article 288.6 of Decree No. 155/2020/ND-CP: the Supervisory Board has the authority to develop the Regulations on the Operation of the

No.	Current Regulations	Proposed amendments and supplements	Notes
			Supervisory Board and submit them to the General Meeting of Shareholders for approval.

DRAFT

Ho Chi Minh City,

2026.

REGULATIONS ON NOMINATION, SELF-NOMINATION, AND ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, and relevant amendments, supplements, and guiding documents;*
- *The Law on Securities No. 54/2019/QH14 dated 26 November 2019, and relevant amendments, supplements, and guiding documents;*
- *Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;*
- *The Charter of Southern Airports Services Joint Stock Company (“Company/SASCO”);*
- *The Internal Corporate Governance Regulations of Southern Airports Services Joint Stock Company.*

The Election and Vote-Counting Committee of the General Meeting hereby announces the Regulations on Nomination, Self-Nomination, and Election of Members of the Board of Directors of SASCO at the 2026 Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company as follows:

I. Explanation of terms/ abbreviations

- Company : Southern Airports Services Joint Stock Company
- BOD : Board of Directors
- SB : Supervisory Board
- OC : Organizing Committee of the General Meeting
- GMS : General Meeting of Shareholders
- Delegate : Shareholder, representative (authorized person)

II. Chairperson at the General Meeting

The Chairperson at the meeting is responsible for presiding over the election, with specific duties as follows:

- Introduce the list of nominees for the Board of Directors;
- Resolve election complaints (if any).

III. Number, Term and Criteria for Members of the Board of Directors:

- Number of Board of Directors members : 01 person

- Term of office: The remaining period of the 2024 – 2029 term.
- 1. Right to Nominate and Self-Nominate Candidates for the Board of Directors:**
- Shareholders or groups of shareholders owning at least 10% of the total common shares shall have the right to nominate candidates for the Board of Directors. The nomination of candidates for the Board of Directors shall be carried out as follows:
- + Common shareholders may form a group to nominate candidates for the Board of Directors and must notify the other shareholders attending the General Meeting of Shareholders of such grouping before the opening of the General Meeting of Shareholders;
- + Based on the number of members of the Board of Directors, the shareholders or groups of shareholders specified in this Clause shall have the right to nominate one or more persons, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors. In case the number of candidates nominated by a shareholder or group of shareholders is fewer than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.
- 2. Eligibility Criteria for Candidates for the Board of Directors** (*According to the Law on Enterprises, Decree No. 155/2020/ND-CP and the Company's Charter*):
- Must have full legal capacity and not fall under the category of persons prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;
- Must possess professional qualifications and experience in business administration or in the company's business sector and are not required to be shareholders of the company;
- A member of the Board of Directors may concurrently serve as a member of the Board of Directors of no more than five (05) other companies.

IV. Election Principles

- Comply with the provisions of applicable laws and the Company's Charter.
- The number of votes held by each shareholder shall be determined based on the number of voting shares owned by the shareholder or represented by the shareholder under authorization. The election results shall be determined based on the total number of votes received by each candidate.
- Each shareholder Delegate may use only one ballot corresponding to the number of shares owned or represented.
- The Election and Vote-Counting Committee shall be nominated by the Chairing Committee and approved by the General Meeting. Members of the Election and Vote-Counting Committee must not be included in the list of nominees or candidates for the Board of Directors.

V. Election Method

1. The cumulative voting method shall be applied (*in accordance with Clause 3, Article 148 of the Law on Enterprises 2020*):
 The total number of votes held by each shareholder = The total number of voting shares owned by the shareholder or represented under authorization x The number of members of the Board of Directors to be elected.

2. Delegates attending the Meeting shall have the right to allocate all of their voting rights to one or more candidates.

VI. Ballots and Cases of Invalid Ballots

1. Ballot and Voting Instructions:

- a. The ballot shall be printed on **pink paper** and bear the (hanging) seal of SASCO.
- b. Ballot content:
 - Section 1: Information of the shareholder participating in the election (Full name of the shareholder, Number of shares owned, Total number of votes entitled to cast);
 - Section 2: List of candidates for members of the Board of Directors.

2. A ballot is valid if it falls into any of the following cases:

- The total number of votes allocated to the candidates must be stated in absolute numbers and must be less than or equal to the total number of votes the shareholder is entitled to cast;
- The ballot is left blank.

3. Cases of Invalid Ballots

- Ballots not in accordance with the form prescribed by the Company or without the Company's seal;
- Ballots that have been erased, altered, contain incorrectly written candidate names, or include names not on the list of candidates approved by the General Meeting of Shareholders prior to the voting;
- Ballots containing additional information or added symbols;
- Ballots that are not intact;
- Ballots in which the total number of voting rights allocated by the shareholder to candidates exceeds the total number of votes entitled to be cast as stated on the ballot;
- Ballots not filled out using absolute numbers.

VII. Election Procedures and Determination of Election Results

1. Voting and Vote Counting

- 1.1 The Election and Vote-Counting Committee shall inspect the ballot box in the presence of representatives of the shareholders;
- 1.2 Voting shall commence once the distribution of election ballots is completed and shall conclude after the last shareholder has cast their ballot into the ballot box;
- 1.3 Vote counting must be conducted immediately after voting ends;
- 1.4 The vote counting results shall be recorded in writing and publicly announced by the Head of the Election and Vote-Counting Committee at the General Meeting.

2. Principles for Determining Elected Candidates

- Elected candidates shall be determined based on the number of votes received in descending order, starting from the candidate with the highest number of votes until the required number of members is reached.
- In the event that two (02) or more candidates receive an equal number of votes for the final seat, a re-election shall be conducted among the candidates receiving the same number of votes.
- If the first round of voting does not result in the full number of required members being elected, subsequent rounds of voting shall be conducted until the required number of

members is fulfilled.

VIII. Preparation and Announcement of the Vote Counting Minutes

1. After the vote counting is completed, the Election and Vote-Counting Committee shall prepare the Vote Counting Minutes.
2. The Vote Counting Minutes shall include:
 - 2.1 Total number of voting rights;
 - 2.2 Total number of shareholders participating in the voting;
 - 2.3 The proportion of voting rights of shareholders participating in the voting compared to the total voting rights of shareholders attending the Meeting (based on the cumulative voting method);
 - 2.4 Number and proportion of valid and invalid ballots;
 - 2.5 Number and proportion of voting rights for each candidate for the Board of Directors;
 - 2.6 Announcement of the name of the elected member of the Board of Directors.
3. The full text of the Vote Counting Minutes must be publicly announced at the General Meeting.

IX. Effectiveness

These Regulations shall take effect immediately upon approval by the General Meeting of Shareholders.

These Regulations shall cease to be effective upon the conclusion of the 2026 Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company.

The foregoing constitutes the full Regulations on the nomination, self-nomination, and election of members to be elected to the Board of Directors of SASCO at the 2026 Extraordinary General Meeting of Shareholders of Southern Airports Services Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

Recipients:

- *Shareholders;*
- *Archive: Board of Directors.*

NGUYEN HANH

No.: -2026/SASCO-HĐQT

Ho Chi Minh City, 2026.

DRAFT

PROPOSAL

Re “Dismissal of a Member of the Board of Directors and Proposal for the Election of an Additional Member of the Board of Directors for the Remaining Term of Office 2024 – 2029”

To: GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and its amendments, supplements and implementing regulations;*
- *The Law on Securities No. 54/2019/QH14 dated 26 November 2019 and its amendments, supplements and implementing regulations;*
- *Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities and its amendments, supplements and implementing regulations;*
- *Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;*
- *Decree No. 245/2025/ND-CP dated September 11, 2025, of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;*
- *The Charter on Organization and Operation of Southern Airports Services Joint Stock Company (“the Company/ SASCO”);*

The Board of Directors respectfully submits to the General Meeting of Shareholders the following matter:

1. Dismissal of a Member of the Board of Directors:

- *Based on the documents referred to in the legal grounds of this Proposal;*
- *Pursuant to Resolution No. 426/NQ-HĐQT dated 28 July 2026 of the Board of Directors of Airports Corporation of Vietnam – JSC (ACV) regarding the termination of the appointment of Mr. Nguyen Van Hung Cuong as ACV’s Representative of Capital at SASCO and his cessation of participation as a member of the Board of Directors of SASCO (“Resolution 426”);*
- *Based on the resignation letter dated 30 July 2026 of Mr. Nguyen Van Hung Cuong;*

The Board of Directors of SASCO respectfully submits to the General Meeting of Shareholders for approval the dismissal of Mr. Nguyen Van Hung Cuong from the

position of Member of the Board of Directors, in accordance with Article 35 of the Charter on Organization and Operation of SASCO.

2. Election of an additional Member of the Board of Directors for the remaining term of office 2024 – 2029:

2.1. Number of additional members of the Board of Directors to be elected: **01 person.** *(In accordance with the Company's Charter)*

2.2. Qualifications and conditions:

In accordance with the Law on Enterprises and the Company's Charter; details are set forth by the Board of Directors of SASCO in Notice No. 124-2026/SASCO-HĐQT dated September 17, 2026, regarding the nomination and candidacy for the election of members of the Board of Directors.

Respectfully yours.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

NGUYEN HANH